



Town of Nantucket

INVITATION FOR BIDS GENERAL CONSTRUCTION and EXCAVATION SERVICES FOR NANTUCKET DEPARTMENT OF PUBLIC WORKS

The Town of Nantucket Department of Public Works invites qualified bidders to submit bids for General Construction and Excavation related services.

I GENERAL INFORMATION AND BID SUBMISSION REQUIREMENTS

- 1) Bids can be obtained from and will be accepted at the Town of Nantucket, Procurement Office, 16 Broad Street, Nantucket, MA 02554, until 11:00 AM, Wednesday, June 24, 2015 and be publicly opened forthwith for this Invitation for Bids which is made in accordance with M.G.L. c30 §39M. The original and one copy of the bid are required. It is the intent of the Town of Nantucket to award a contract to the four (4) lowest responsible bidders.
 - 2) The bid envelope must be sealed and clearly marked: *General Construction Services*.
 - 3) Award date. Award will be made within sixty (60) days after bid opening unless otherwise stated in the specifications or the time for award is extended by mutual consent of all parties. All bids submitted shall be valid for a minimum period of sixty (60) calendar days following the date established for acceptance.
 - 4) If any changes are made to this IFB, an addendum will be issued. Addenda will be mailed or faxed to all bidders on record as having requested the IFB. Each responder shall acknowledge receipt of any and all addendum issues by submitting acknowledgment forms provided with any Addenda; and if no such forms are provided with the addenda, on the face of the offeror's proposal. **Failure to do so shall be cause to reject the submittal as being unresponsive.**
 - 5) Questions concerning this IFB must be submitted in writing to: Heidi Bauer, Chief Procurement Officer, 16 Broad Street, Nantucket MA 02554 before 2:00 pm, Friday, June 19, 2015. Questions may be delivered, mailed, emailed (hbauer@nantucket-ma.gov) or faxed. Written responses will be mailed or faxed to all bidders on record as having requested the IFB and will be posted on the Town website.
 - 6) Bids may be modified, corrected or withdrawn only by written correspondence received by the Chief Procurement Officer of the Town of Nantucket prior to the time and date set for the bid opening. Bid modifications must be submitted in a sealed envelope clearly labeled "Modification No. ____" and must reference the original IFB.
 - 7) After the bid opening, a bidder may not change any provision of the bid in a manner prejudicial to the interests of the TOWN or fair competition. Minor informalities will be waived or the bidder will be allowed to correct them. If a mistake and the intended bid are clearly evident on the face of the bid document, the mistake will be corrected to reflect the intended bid, and the bidder will be notified in writing; the bidder may not withdraw the bid. A bidder may withdraw a bid if a mistake is clearly evident on the face of the bid, but the intended correct bid is not similarly evident.
 - 8) The TOWN reserves the right to reject any and all bids and to waive any informality in bids received whenever such rejection or waiver is in its best interest.
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- 9) The TOWN will not be responsible for any expenses incurred in preparing and submitting bids. All bids shall become the property of the TOWN.
- 10) Responders must be willing to enter into the TOWN'S standard form of contract that will include the service description of this IFB.
- 11) **The successful bidder must provide a fifty percent (50%) payment bond from a surety company licensed in Massachusetts payable to the Town of Nantucket within ten (10) days of the notification of the contract award. All bidders must provide a bid deposit of five percent (5%) of the value of the total bid. Bid deposit must be in check or surety form. NO CASH ACCEPTED.**
- 12) The bid, and any subsequent contract for the services, is hereby issued in accordance with applicable Massachusetts General Laws. The selected bidder shall be expected to comply with all applicable state and federal laws in performance of service.
- 13) Bids received prior to the date of opening will be securely kept, unopened. No responsibility will attach to an officer or person for the premature opening of a bid not properly addressed and identified.
- 14) Any bids received after the advertised date and time for opening will be returned to the responder unopened.
- 15) Purchases by the TOWN are exempt from federal, state and municipal sales and/or excise taxes.
- 16) Unexpected closures. If, at the time of the scheduled bid opening, Town Hall is closed due to uncontrolled events such as fire, snow, ice, wind or building evacuation, the bid opening will be postponed until 2:00 PM on the next normal business day. Bids will be accepted until that date and time.
- 17) The Town of Nantucket is an Affirmative Action/Equal Opportunity Employer. The Town encourages bids from qualified MBE/DBE/WBE firms.
- 18) Bidders should be aware that many overnight mailing services do not guarantee service to Nantucket.

PREVAILING WAGE

- 19) Pursuant to Massachusetts General Laws, chapter 149, sections 26 and 27, the Division of Occupational Safety (formerly the Department of Labor and Industries) has determined the Prevailing Wage Rates for this work. The enclosed rates apply only to this work. The Prevailing Wage shall become part of the contract signed between the successful bidder and the awarding authority or the contract is invalid. Prevailing Wages must be paid to all persons employed on the public works project, regardless of whether they are employed by the successful bidder or a subcontractor. The wage rates issued for each project shall be paid for the entire project. Payroll records must be kept by the successful bidder for all persons employed on the project. A separate Statement of Compliance must be submitted to the Division of Occupational Safety by every employer, including all prime contractors and subcontractors, when its portion of the work is completed. The enclosed form entitled "Weekly Payroll Records Report and Statement of Compliance" clearly details these requirements. A certified payroll must be submitted to Department of Public Work's office for each week work is performed for the DPW under this contract.

20) **Contractor must comply with:** Chapter 306 of the Acts of 2004 § 1. (3) who shall certify that all employees to be employed at the worksite will have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration at the time the employee begins work and who shall furnish documentation of successful completion of said course with the first certified payroll report for each employee; and **SECTION 2** (3) that all employees to be employed in the work subject to this bid have successfully completed a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration. (b) Any employee found on a worksite subject to this section without documentation of successful completion of a course in construction safety and health approved by the United States Occupational Safety and Health Administration that is at least 10 hours in duration shall be subject to immediate removal. **SECTION 5** This act shall take effect on July 1, 2006. **FOR MORE INFORMATION ON THE OSHA 10-HOUR ONLINE COURSE PLEASE VISIT THE WEBSITE:** <http://www.oshacampus.com/osh-10hour-construction.cfm>

II. SCOPE OF SERVICES: The work to be performed can be of a routine or emergency nature and will include but not be limited to the installation and repair of drainage structures (catch basins, infiltrators, leaching pits, etc.), sewer services (house laterals), sewer mains, road reconstruction and grading, delivery of materials and other appurtenances ancillary to the Nantucket DPW.

Contractor shall provide all labor, equipment, and materials required to perform the work described in this section. Only in the case when drainage structures are in such bad shape (as determined by the Town Engineer) that they need to be replaced, the DPW will provide the precast structures, infiltrators and the castings as necessary but the Contractor must provide all other materials to complete the work to the satisfaction of the Town Engineer (including but not limited to pipe, brick, blocks, mortar, etc.). Contractor shall also have access to specialized equipment as necessary. For example, the required use of dewatering equipment. Contractor shall also provide the labor, equipment and materials to restore the work area to its pre-work condition.

For the purpose of this bid the bidder shall base his bid on the combined hourly rate for the following crew components for a single hour of work.

- Laborer (1)
- Rubber tired backhoe with operator (1)
- 10 wheel Dump Truck with operator (1)
- Foreman (1)
- Pickup truck or Service Vehicle (1)

TERM OF SERVICE:

This successful bidder shall perform services as necessary from July 1, 2015 to June 30, 2018. This is a three (3) year contract.

PURPOSE

The intent and purpose of this Invitation for Bids is to establish a contractual price agreement for labor, equipment and materials for routine and emergency general construction and excavation services.

DISTRIBUTION OF WORK

The distribution of work for any and all of the four contracts awarded will be at the sole discretion of the Town of Nantucket DPW.

HOURS OF WORK

It is intended that the Contractor shall accomplish the majority of work during normal business hours and on a straight time basis. Work shall not be accomplished on an overtime basis unless prior approval has been obtained from the Town Engineer or his designee. Standard hours of work shall be Monday-Friday 7:00 am until 3:30 pm.

QUALITY OF WORK

All work is to be quality work and shall be performed according to the standards of the industry and according to the plans, directions and instructions as presented by the authorized representatives of the Town of Nantucket DPW and must meet all state and Town Building Codes.

RESPONSE TIMES

- 1) **Emergency Repairs:** The contractor shall acknowledge all service calls within one (1) hour of the call being placed. Response to calls from the Nantucket DPW for emergency service is required 24 hours a day, seven days a week. Contractors must have a working cell phone, an interactive paging or telephone answering service; passive answering machines are not acceptable. Repair personnel shall arrive at the designated job site not later than two (2) hours after an authorized Town of Nantucket DPW employee has made notification that an emergency repair is required.
- 2) **Non-emergency Repairs:** Repair must start within seven (7) days of receipt of a request initiated by the Town Engineer or his designee.

PERMITS AND LICENSES

The Contractor shall be responsible to obtain any necessary permits for work directed under this contract. Payments for such will be made on the basis of billed cost to the Contractor. This pay provision relates to permits that are exclusive, and a "one-time use" type permit for work performed under this contract

INSPECTION

The TOWN reserves the right to inspect any and all work in progress or completed. Any omission or failure on the part of the Town of Nantucket's representative to disapprove or reject inferior or defective work or materials shall not be construed to be an acceptance of such work or material. If any defective work or material is found during inspection, the contractor shall remove or repair, at his/her own expense, such defective work or material rejected and shall rebuild and/or replace same without extra charge.

If the Contract Documents, the Owner's or his/her agent's instructions, or laws, ordinances or regulations of any public authority require any work to be tested or approved, Contractor shall give the Owner or his/her agent timely notice of its readiness for inspection by the proper authorities. If any such work shall be covered up without approval or consent, it must, if required by the Owner or his/her agent or other proper authorities, be uncovered for examination at Contractor's expense.

WARRANTY OF MATERIALS AND WORKMANSHIP

All materials and equipment provided under the contract shall be listed and labeled for the purpose intended. All work provided under this contract shall have, as a minimum, a one (1) year warranty from the date of final acceptance or manufacturer's warranty thereof against any latent defects, design, materials, workmanship and installation.

Contractor shall provide a written one (1) year warranty or manufacturer's warranty for equipment installed during the contract period. Warranty Certificate shall be provided, if available from the manufacturer, to the using agency that places the order. The Contractor warrants that, unless otherwise specified, all materials and equipment, incorporated in the work under the Contract shall be new, first class, and in accordance with the Contract Documents. The Contractor further warrants all workmanship shall be first class and in accordance with the Contract Documents and shall be performed by persons qualified in their respective trades. Work not conforming to these warranties shall be considered defective.

III QUALITY REQUIREMENT

1. Bidders must comply with all of the bid submission requirements listed in Section I.
It is mandatory that the Contractor be able to meet the following additional requirements:
 - 1) Have been regularly and actively engaged in the general contracting business, operating under the same business name and business organization structure; and performing the type of work described above under "SCOPE OF WORK" for a minimum of five (5) years, and is located within a twenty (20) mile radius of the Town of Nantucket offices located at 188 Madaket Road, Nantucket, MA.
 - 2) Maintain a twenty-four (24) hour, seven (7) day per week emergency response telephone number or cell phone number that is staffed by a person and not just an answering machine (passive answering machines are not acceptable) or an available cell phone number that will be answered and/or the phone call returned within one (1) hour..
 - 3) Carry the required amount of insurance as shown by the insurance requirement enclosed herewith. Certification of insurance shall be provided to the Town of Nantucket prior to commencement of work and not later than fifteen (15) calendar days from notice of contract award. Insurance shall remain in force during the full term of the contractual agreement and/or until work is completed and accepted by the Town of Nantucket, whichever is later.

IV REFERENCES

Bidders must provide a minimum of three (3) customers for whom it provided similar services, costing over \$5,000 per year, in the past three years. Reference information must include Name, Contact Person, Phone Number, Fax Number and date of purchases. Poor references may be a basis for determining that a bidder is not responsible. Reference questions will include but may not be limited to work quality, customer service, and general customer satisfaction.

V RULE FOR AWARD

Between one and four contracts shall be awarded to the lowest responsive and responsible bidder offering the lowest bid amount for the **Grand Total of all hourly rates added together A+B+C**. Each contract awarded will have a not to exceed amount of \$100,000 for all three years of the contact combined.

VI BASIS OF COMPENSATION

Fixed price contract, no reimbursable expenses.

**BID RESPONSE FORM
EXCAVATION RELATED SERVICES**

The undersigned proposes to the Town of Nantucket DPW the contract price(s) listed below for the specifications contained herein for construction related services listed. The Grand Total bid amount stated shall be hourly rates added together for the entire three (3) years of the contract.

	Monday – Friday 7:00 am – 3:30 pm Hourly Rate (A)	Monday – Friday 3:30 pm – 7:00 am Hourly Rate (B)	Saturday's, Sunday's and Holiday's Hourly Rate (C)	Grand Total of all hourly rates Added together A+B+C
Year 1 7/1/15 – 6/30/16	(A) \$	(B) \$	(C) \$	
Year 2 7/1/16 – 6/30/17	(A) \$	(B) \$	(C) \$	
Year 3 7/1/17 – 6/30/18	(A) \$	(B) \$	(C) \$	
Total	Total all (A's) \$	Total all (B's) \$	Total all (C's) \$	\$

Name of bidder

Telephone Number

FEIN or SSN:

Address, City, State and Zip Code

Bidder's signature:

Date

NOTE: If the bidder is a corporation, indicate state of incorporation under signature and affix corporate seal; if a partnership, give full names and residential addresses of all partners; if an individual, give residential address if different from business address.

CERTIFICATE OF NON-COLLUSION

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and without collusion or fraud with any person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club, or other organization, entity, or group of individuals.

Signature of person signing bid or proposal

Date

Please Print Name

Name of Business

TAX COMPLIANCE CERTIFICATION

Pursuant to M.G.L. 62C, §49A, I certify under the penalties of perjury that, to the best of my knowledge and belief, I am in compliance with all laws of the Commonwealth relating to taxes, reporting of employees and contractors, and withholding and remitting child support.

Federal Employer ID Number

Name of Corporation

President's Signature

Date

Please Print Name



**AGREEMENT BETWEEN
THE NANTUCKET DEPARTMENT OF PUBLIC WORKS
NANTUCKET, MASSACHUSETTS
AND
INDEPENDENT CONTRACTOR**

THIS AGREEMENT made effective July 1, 2015, by and between the TOWN OF NANTUCKET DPW acting by and through the TOWN OF NANTUCKET, represented by the Town Manager, 16 Broad Street, Nantucket, Massachusetts 02554 (hereinafter called the "DPW"), and xxxxxxxxx whose principal office address and state of incorporation are as set forth on Exhibit A (hereinafter called the "CONTRACTOR").

RECITALS:

WHEREAS, the DPW desires to retain the CONTRACTOR to provide certain services for the DPW as described, below, and the CONTRACTOR is willing to accept such engagement, all on the terms hereinafter set forth,

NOW, THEREFORE, in consideration of the mutual covenants hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

ARTICLE 1 - ENGAGEMENT OF THE CONTRACTOR

- 1.1 The DPW hereby engages the CONTRACTOR, and the CONTRACTOR hereby accepts the engagement, to perform certain services for the DPW, as described in Article 2.
- 1.2. In the performance of any service under this Agreement, the CONTRACTOR acts at all times as an independent contractor. There is no relationship of employment or agency between the DPW, on the one hand, and the CONTRACTOR on the other, and the DPW shall not have or exercise any control or direction over the method by which the CONTRACTOR performs its work or functions aside from such control or directions which are consistent with the independent contractor relationship contemplated in the Agreement.

ARTICLE 2 - SERVICES OF THE CONTRACTOR

- 2.1 The CONTRACTOR will perform the services described in the Scope of Services set forth on Exhibit A (the "Work").
- 2.2 The CONTRACTOR shall report, and be responsible, to the DPW and its designee (if any) as set forth on Exhibit A.
- 2.3 There shall be no amendment to the Scope of Services or Work provided for in this Agreement without the written approval of the DPW. The DPW shall be under no obligation to pay for any services performed by the CONTRACTOR which are not explicitly agreed to by the DPW in writing.
- 2.4 The CONTRACTOR represents and warrants to the DPW that the CONTRACTOR (including all of its personnel, whether employees, agents or independent contractors) will be qualified and duly licensed (if

necessary) to perform the services required by this Agreement and further agrees to perform services in a professional manner adhering to a reasonable standard of care and in accordance with all applicable local, state or federal ordinances, laws, rules and regulations. The CONTRACTOR will obtain any and all permits, bonds and other items required for the proper and legal performance of the work.

- 2.5 The CONTRACTOR represents and warrants to the DPW that it is not a party to any agreement; contract or understanding which would in any way restricts or prohibits it from undertaking or performing its obligations hereunder in accordance with the terms and conditions of this Agreement.
- 2.6 All written materials and any other documents (whether in the form of "hard" copies, graphics, magnetic media or otherwise) which are produced by the CONTRACTOR pursuant to this Agreement shall be deemed to be "work for hire" and the copyright thereto shall be the property of the DPW. The DPW acknowledges that such materials are being prepared with respect to the specific project contemplated hereby and that any reuse of such materials by the DPW in connection with any other project shall be at the DPW'S sole risk unless otherwise agreed to by the CONTRACTOR in writing.

ARTICLE 3 - PERIOD OF SERVICES

- 3.1 Unless otherwise provided on Exhibit A, the term of this Agreement shall commence on the date hereof and continue until the Work is completed to the DPW'S reasonable satisfaction.
- 3.2 The CONTRACTOR shall proceed with the Work promptly after receiving authorization to proceed and will diligently and faithfully prosecute the Work to completion in accordance with the provisions hereof. In any event, the Work shall be completed not later than the date set forth on Exhibit A. The CONTRACTOR acknowledges that time is of the essence of this Agreement.
- 3.3 If the CONTRACTOR is delayed in the performance of any of its obligations under this Agreement by the occurrence of an event which may not reasonably be anticipated or avoided or is otherwise beyond its control such as fire or other casualty, abnormal adverse weather conditions, acts of God (collectively, "Unavoidable Events") which materially and adversely affect its ability to perform the Work, then the time for the CONTRACTOR to perform the Work shall be extended for such time as the DPW shall reasonably determine is necessary to permit the CONTRACTOR to perform in light of the effects of the Unavoidable Event.

If an Unavoidable Event occurs which makes the performance of the Agreement impossible without the expenditure of additional DPW funds, the DPW may, at its option, elect to terminate this Agreement upon thirty (30) days written notice.

ARTICLE 4 - PAYMENTS TO THE CONTRACTOR

- 4.1 The compensation to due to the CONTRACTOR shall be paid in the amounts, and in the manner, set forth on Exhibit B, attached hereto.
- 4.2 The CONTRACTOR will bill the DPW at the completion of the work unless otherwise provided on Exhibit B, with one or more invoices broken down to show the quantity of work performed and the percentage of the entire project completed, categories and amount of reimbursable expenses (if any), and provide such supporting data as may be required by the DPW.

- 4.3 The DPW will pay the CONTRACTOR upon review and approval of such invoices by the COMMISSION or its designee.
- 4.4 This project may be subject to budgetary restrictions which may limit the total amount of funds available for the work. Accordingly, unless otherwise stated on Exhibit B, the DPW will not be obligated to pay any amount in excess of the maximum project amount without the express written approval of the DPW.

ARTICLE 5 - TERMINATION

- 5.1 This Agreement may be terminated, with cause, by either the DPW or CONTRACTOR, upon written notice given by the non-defaulting party. For the purposes of this provision, "cause" shall include the failure of a party to fulfill its material duties hereunder in a timely and proper manner.
- 5.2 The DPW shall have the right to terminate this Agreement for its convenience upon ten (10) days written notice.
- 5.3 Following termination of this Agreement, the parties shall be relieved of all further obligations hereunder except:
- (a) the DPW shall remain liable for payments for the services and/or expenses of CONTRACTOR accrued prior to the effective date of the notice of termination in compliance with this Agreement (less all costs reasonably incurred by the DPW as a result of the CONTRACTOR's default, if any), as determined by the DPW but for no other amounts including, without limitation, claims for lost profits on work not performed; and
 - (b) The CONTRACTOR shall remain liable for any damages, expenses or liabilities arising under this Agreement (including its indemnity obligations) with respect to work performed pursuant to the Agreement.

ARTICLE 6 - INSURANCE AND INDEMNIFICATION

- 6.1 The CONTRACTOR agrees to indemnify and save the DPW harmless from any and all manner of suits, claims, or demands arising out of any errors, omissions or negligence by CONTRACTOR (including all its employees, agents and independent contractors) in performing the Work, or any breach of the terms of this Agreement by such CONTRACTOR and shall reimburse the DPW for any and all costs, damages and expenses, including reasonable attorney's fees, which the DPW pays or becomes obligated to pay, by reason of such activities, or breach. The provisions of this Section 6.1 shall be in addition to, and shall not be construed as a limitation on, any other legal rights of the DPW with respect to the CONTRACTOR, in connection with this Agreement.
- 6.2 Before commencing work, the CONTRACTOR shall obtain and maintain, at its expense and from insurance companies of a Best Rating of A or better which are licensed to do business in the Commonwealth of Massachusetts, insurance as set forth below.
- (a) Workers' Compensation, covering the obligations of the CONTRACTOR in accordance with applicable Workers' Compensation or Benefits laws.
 - (b) Commercial General Liability Insurance on an occurrence basis with a combined single limit of not less than \$1 million. Coverage is to include premises and operations, coverage for liability of

subcontractors. The policy shall contain an endorsement stating that the aggregate limits will apply separately to the work being performed under this Agreement.

- (c) Automobile Liability Insurance of not less than \$1 million combined single limit covering owned, hired and non-hired vehicle use.
- (d) Such additional insurance as may be required to be carried by the CONTRACTOR by law.
- (f) Such additional insurance as the DPW may reasonably require as set forth on Exhibit A.

CONTRACTOR shall maintain such insurance during the term of Agreement and give the DPW twenty (20) days written notice of any change or cancellation of coverage. Each insurer providing policies hereunder shall waive its rights to subrogate claims against the DPW. The DPW will be added as an additional named insured with respect to each such policy and such endorsement shall be reflected on a Certificate of Insurance to be delivered to the DPW upon the execution of this Agreement and at such times thereafter as the DPW may reasonably request.

ARTICLE 7 - GENERAL PROVISIONS

- 7.1 Upon the expiration or the termination of this Agreement for any reason, all data, drawings, specifications, reports, estimates, summaries and other work product which have been accumulated, developed or prepared by the CONTRACTOR (whether completed or in process) shall become the property of the DPW and the CONTRACTOR shall immediately deliver or otherwise make available all such material to the DPW.
- 7.2 Neither party may assign, transfer or otherwise dispose of this Agreement or any of its rights hereunder or otherwise delegate any of its duties hereunder without the prior written consent of the other party, and any such attempted assignment or other disposition without such consent shall be null and void and of no force and effect.
- 7.3 Except as otherwise expressly provided in this Agreement, any decision or action made by the DPW relating to this Agreement, its operation, amendment or termination, shall be made by the Board, Committee or Authority of the DPW specified in the initial paragraph of this Agreement, unless specifically authorized or delegated by a lawful vote of such body.
- 7.4 This Agreement, together with Exhibit A (Contractor, Scope of Work, Term), Exhibit B (Payments) and Exhibit C (Tax Compliance Certificate) and any additional exhibits referred to therein, constitute the entire agreement of DPW and CONTRACTOR with respect to the matters set forth therein and may not be changed, amended, modified or terms waived except by a writing signed by DPW and CONTRACTOR. If there is any conflict between a term set forth in the body of this Agreement and a term set forth on Exhibit A or Exhibit B hereto, the term set forth in the Exhibit shall govern; however, if any term or provision of any document attached hereto or incorporated by reference conflicts with a term of this Agreement (including the Exhibits listed above), the term of the Agreement shall govern. Any notices required or allowed shall be to the person's address above by certified mail, return receipt requested.
- 7.5 This Agreement is governed by the law of The Commonwealth of Massachusetts and shall be construed in accordance therewith.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement the day and year first written above.

TOWN OF NANTUCKET, MA:

CONTRACTOR:

C. Elizabeth Gibson, Town Manager
Town of Nantucket

Name
President

Funding Org/Obj:

FEIN:

Approved as to Funds Available

Finance Director

EXHIBIT A

CONTRACTOR, SCOPE OF WORK, TERM

1. Name of Contractor:
2. State of Incorporation:
3. Principal Office Address:
4. Description of Services (§2.1):
5. Person, Department, or Committee, if any, to whom CONTRACTOR reports (§ 2.2):
6. Term of Agreement (§3.1): Three (3) years
7. Completion Date (§3.2): June 30, 2018
8. Additional Insurance Coverage (§6.2(e)):

EXHIBIT B

PAYMENTS

1. Lump Sum Method \$

Payment Increments: Contractor shall submit monthly invoices to the DPW for approval and payment. Invoices shall clearly indicate the cemetery mowed, weed whacked and trimmed and date of service.

Reimbursable Expenses (if any): None.

BIDDER'S CHECKLIST

Required for bid submittals:

- ☐ Copies of OSHA Training cards
 - ☐ Bid deposit
- ☐ Bid response form
- ☐ Non-collusion form
- ☐ Tax compliance certificate
- ☐ Reference list
- ☐ Signature page from Town of Nantucket contract agreement



CHARLES D. BAKER
Governor

KARYN E. POLITO
Lt. Governor

THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE OF LABOR AND WORKFORCE DEVELOPMENT
DEPARTMENT OF LABOR STANDARDS

Prevailing Wage Rates

**As determined by the Director under the provisions of the
Massachusetts General Laws, Chapter 149, Sections 26 to 27H**

RONALD L. WALKER, II
Secretary
JEAN ZEILER
Acting Director

Awarding Authority: Town of Nantucket
Contract Number: 2015 - 28 **City/Town:** NANTUCKET
Description of Work: The Town of Nantucket Department of Public Works invites qualified bidders to submit bids for general construction and excavation related services.
Job Location: 16 Broad Street, Nantucket, MA 02554

Information about Prevailing Wage Schedules for Awarding Authorities and Contractors

- This wage schedule applies only to the specific project referenced at the top of this page and uniquely identified by the "Wage Request Number" on all pages of this schedule.
- An Awarding Authority must request an updated wage schedule from the Department of Labor Standards ("DLS") if it has not opened bids or selected a contractor within 90 days of the date of issuance of the wage schedule. For CM AT RISK projects (bid pursuant to G.L. c.149A), the earlier of: (a) the execution date of the GMP Amendment, or (b) the bid for the first construction scope of work must be within 90-days of the wage schedule issuance date.
- The wage schedule shall be incorporated in any advertisement or call for bids for the project as required by M.G.L. c. 149, § 27. The wage schedule shall be made a part of the contract awarded for the project. The wage schedule must be posted in a conspicuous place at the work site for the life of the project in accordance with M.G.L. c. 149 § 27. The wages listed on the wage schedule must be paid to employees performing construction work on the project whether they are employed by the prime contractor, a filed sub-bidder, or any sub-contractor.
- All apprentices working on the project are required to be registered with the Massachusetts Division of Apprentice Standards (DAS). Apprentice must keep his/her apprentice identification card on his/her person during all work hours on the project. An apprentice registered with DAS may be paid the lower apprentice wage rate at the applicable step as provided on the prevailing wage schedule. **If an apprentice rate is not listed on the prevailing wage schedule for the trade in which an apprentice is registered with the DAS, the apprentice must be paid the journeyworker's rate for the trade.**
- The wage rates will remain in effect for the duration of the project, except in the case of multi-year public construction projects. For construction projects lasting longer than one year, awarding authorities must request an updated wage schedule. Awarding authorities are required to request these updates no later than two weeks before the anniversary of the date the contract was executed by the awarding authority and the general contractor. For multi-year CM AT RISK projects, awarding authority must request an annual update no later than two weeks before the anniversary date, determined as the earlier of: (a) the execution date of the GMP Amendment, or (b) the execution date of the first amendment to permit procurement of construction services. Contractors are required to obtain the wage schedules from awarding authorities, and to pay no less than these rates to covered workers. The annual update requirement is not applicable to 27F "rental of equipment" contracts.
- Every contractor or subcontractor which performs construction work on the project is required to submit weekly payroll reports and a Statement of Compliance directly to the awarding authority by mail or email and keep them on file for three years. Each weekly payroll report must contain: the employee's name, address, occupational classification, hours worked, and wages paid. Do not submit weekly payroll reports to DLS. A sample of a payroll reporting form may be obtained at <http://www.mass.gov/dols/pw>.
- Contractors with questions about the wage rates or classifications included on the wage schedule have an affirmative obligation to inquire with DLS at (617) 626-6953.
- Employees not receiving the prevailing wage rate set forth on the wage schedule may report the violation to the Fair Labor Division of the office of the Attorney General at (617) 727-3465.
- Failure of a contractor or subcontractor to pay the prevailing wage rates listed on the wage schedule to all employees who perform construction work on the project is a violation of the law and subjects the contractor or subcontractor to civil and criminal penalties.

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Construction						
(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.65	\$9.91	\$9.33	\$0.00	\$50.89
	08/01/2015	\$31.65	\$10.41	\$9.33	\$0.00	\$51.39
	12/01/2015	\$31.65	\$10.41	\$10.08	\$0.00	\$52.14
	06/01/2016	\$32.15	\$10.41	\$10.08	\$0.00	\$52.64
	08/01/2016	\$32.15	\$10.91	\$10.08	\$0.00	\$53.14
	12/01/2016	\$32.15	\$10.91	\$10.89	\$0.00	\$53.95
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.72	\$9.91	\$9.33	\$0.00	\$50.96
	08/01/2015	\$31.72	\$10.41	\$9.33	\$0.00	\$51.46
	12/01/2015	\$31.72	\$10.41	\$10.08	\$0.00	\$52.21
	06/01/2016	\$32.22	\$10.41	\$10.08	\$0.00	\$52.71
	08/01/2016	\$32.22	\$10.91	\$10.08	\$0.00	\$53.21
	12/01/2016	\$32.22	\$10.91	\$10.89	\$0.00	\$54.02
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.84	\$9.91	\$9.33	\$0.00	\$51.08
	08/01/2015	\$31.84	\$10.41	\$9.33	\$0.00	\$51.58
	12/01/2015	\$31.84	\$10.41	\$10.08	\$0.00	\$52.33
	06/01/2016	\$32.34	\$10.41	\$10.08	\$0.00	\$52.83
	08/01/2016	\$32.34	\$10.91	\$10.08	\$0.00	\$53.33
	12/01/2016	\$32.34	\$10.91	\$10.89	\$0.00	\$54.14
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
AIR TRACK OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	12/01/2015	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	06/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50
	12/01/2016	\$33.65	\$7.30	\$12.30	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
ASBESTOS WORKER (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	06/01/2015	\$33.43	\$10.40	\$5.95	\$0.00	\$49.78
	12/01/2015	\$34.38	\$10.40	\$5.95	\$0.00	\$50.73
ASPHALT RAKER <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BARCO-TYPE JUMPING TAMPER	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
BLOCK PAVER, RAMMER / CURB SETTER	06/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
LABORERS - ZONE 2	12/01/2015	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	06/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50
	12/01/2016	\$33.65	\$7.30	\$12.30	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
BOILER MAKER	01/01/2010	\$37.70	\$6.97	\$11.18	\$0.00	\$55.85
BOILERMAKERS LOCAL 29						

Apprentice - BOILERMAKER - Local 29

Effective Date - 01/01/2010

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
2	65	\$24.51	\$6.97	\$11.18	\$0.00	\$42.66
3	70	\$26.39	\$6.97	\$11.18	\$0.00	\$44.54
4	75	\$28.28	\$6.97	\$11.18	\$0.00	\$46.43
5	80	\$30.16	\$6.97	\$11.18	\$0.00	\$48.31
6	85	\$32.05	\$6.97	\$11.18	\$0.00	\$50.20
7	90	\$33.93	\$6.97	\$11.18	\$0.00	\$52.08
8	95	\$35.82	\$6.97	\$11.18	\$0.00	\$53.97

Notes:

Apprentice to Journeyworker Ratio:1:5

BRICK/STONE/ARTIFICIAL MASONRY (INCL. MASONRY WATERPROOFING)	02/01/2015	\$48.96	\$10.18	\$18.50	\$0.00	\$77.64
BRICKLAYERS LOCAL 3 (NEW BEDFORD)	08/01/2015	\$49.86	\$10.18	\$18.57	\$0.00	\$78.61
	02/01/2016	\$50.43	\$10.18	\$18.57	\$0.00	\$79.18
	08/01/2016	\$51.33	\$10.18	\$18.65	\$0.00	\$80.16
	02/01/2017	\$51.90	\$10.18	\$18.65	\$0.00	\$80.73

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - BRICK/PLASTER/CEMENT MASON - Local 3 New Bedford

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.48	\$10.18	\$18.50	\$0.00	\$53.16
2	60	\$29.38	\$10.18	\$18.50	\$0.00	\$58.06
3	70	\$34.27	\$10.18	\$18.50	\$0.00	\$62.95
4	80	\$39.17	\$10.18	\$18.50	\$0.00	\$67.85
5	90	\$44.06	\$10.18	\$18.50	\$0.00	\$72.74

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.93	\$10.18	\$18.57	\$0.00	\$53.68
2	60	\$29.92	\$10.18	\$18.57	\$0.00	\$58.67
3	70	\$34.90	\$10.18	\$18.57	\$0.00	\$63.65
4	80	\$39.89	\$10.18	\$18.57	\$0.00	\$68.64
5	90	\$44.87	\$10.18	\$18.57	\$0.00	\$73.62

Notes:

Apprentice to Journeyworker Ratio:1:5

BULLDOZER/GRADER/SCRAPER	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CAISSON & UNDERPINNING BOTTOM MAN	06/01/2015	\$36.45	\$7.30	\$13.15	\$0.00	\$56.90
LABORERS - FOUNDATION AND MARINE	12/01/2015	\$37.20	\$7.30	\$13.15	\$0.00	\$57.65
	06/01/2016	\$37.95	\$7.30	\$13.15	\$0.00	\$58.40
	12/01/2016	\$38.95	\$7.30	\$13.15	\$0.00	\$59.40
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING LABORER	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
LABORERS - FOUNDATION AND MARINE	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
CAISSON & UNDERPINNING TOP MAN	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
LABORERS - FOUNDATION AND MARINE	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
CARBIDE CORE DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CARPENTER <i>CARPENTERS -ZONE 1 (Metro Boston)</i>	03/01/2015	\$42.30	\$9.80	\$16.48	\$0.00	\$68.58

Apprentice - CARPENTER - Zone 1 Metro Boston

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.15	\$9.80	\$1.63	\$0.00	\$32.58
2	60	\$25.38	\$9.80	\$1.63	\$0.00	\$36.81
3	70	\$29.61	\$9.80	\$11.59	\$0.00	\$51.00
4	75	\$31.73	\$9.80	\$11.59	\$0.00	\$53.12
5	80	\$33.84	\$9.80	\$13.22	\$0.00	\$56.86
6	80	\$33.84	\$9.80	\$13.22	\$0.00	\$56.86
7	90	\$38.07	\$9.80	\$14.85	\$0.00	\$62.72
8	90	\$38.07	\$9.80	\$14.85	\$0.00	\$62.72

Notes:

Apprentice to Journeyworker Ratio:1:5

CEMENT MASONRY/PLASTERING <i>BRICKLAYERS LOCAL 3 (NEW BEDFORD)</i>	01/01/2015	\$44.90	\$10.90	\$18.71	\$1.30	\$75.81
	07/01/2015	\$45.82	\$10.90	\$18.71	\$1.30	\$76.73
	01/01/2016	\$46.44	\$10.90	\$18.71	\$1.30	\$77.35

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - CEMENT MASONRY/PLASTERING - Eastern Mass (New Bedford)
Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.45	\$10.90	\$12.21	\$0.00	\$45.56
2	60	\$26.94	\$10.90	\$13.71	\$1.30	\$52.85
3	65	\$29.19	\$10.90	\$14.71	\$1.30	\$56.10
4	70	\$31.43	\$10.90	\$15.71	\$1.30	\$59.34
5	75	\$33.68	\$10.90	\$16.71	\$1.30	\$62.59
6	80	\$35.92	\$10.90	\$17.71	\$1.30	\$65.83
7	90	\$40.41	\$10.90	\$18.71	\$1.30	\$71.32

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$22.91	\$10.90	\$12.21	\$0.00	\$46.02
2	60	\$27.49	\$10.90	\$13.71	\$1.30	\$53.40
3	65	\$29.78	\$10.90	\$14.71	\$1.30	\$56.69
4	70	\$32.07	\$10.90	\$15.71	\$1.30	\$59.98
5	75	\$34.37	\$10.90	\$16.71	\$1.30	\$63.28
6	80	\$36.66	\$10.90	\$17.71	\$1.30	\$66.57
7	90	\$41.24	\$10.90	\$18.71	\$1.30	\$72.15

Notes:

Steps 3,4 are 500 hrs. All other steps are 1,000 hrs.

Apprentice to Journeyworker Ratio:1:3

CHAIN SAW OPERATOR	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES	06/01/2015	\$43.83	\$10.00	\$14.55	\$0.00	\$68.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$45.08	\$10.00	\$14.55	\$0.00	\$69.63
	06/01/2016	\$45.83	\$10.00	\$14.55	\$0.00	\$70.38
	12/01/2016	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	06/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
	12/01/2017	\$49.08	\$10.00	\$14.55	\$0.00	\$73.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03
	06/01/2016	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
	12/01/2016	\$31.87	\$10.00	\$14.55	\$0.00	\$56.42
	06/01/2017	\$32.56	\$10.00	\$14.55	\$0.00	\$57.11
	12/01/2017	\$33.25	\$10.00	\$14.55	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DELEADER (BRIDGE)	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
<i>PAINTERS LOCAL 35 - ZONE 2</i>	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS

Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13
2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22
3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98
4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73
5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95
6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71
7	80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.47
8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

DEMO: ADZEMAN	06/01/2015	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
<i>LABORERS - ZONE 2</i>	12/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BACKHOE/LOADER/HAMMER OPERATOR	06/01/2015	\$36.50	\$7.30	\$12.95	\$0.00	\$56.75
<i>LABORERS - ZONE 2</i>	12/01/2015	\$37.25	\$7.30	\$12.95	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						
DEMO: BURNERS	06/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
<i>LABORERS - ZONE 2</i>	12/01/2015	\$37.00	\$7.30	\$12.95	\$0.00	\$57.25
For apprentice rates see "Apprentice- LABORER"						
DEMO: CONCRETE CUTTER/SAWYER	06/01/2015	\$36.50	\$7.30	\$12.95	\$0.00	\$56.75
<i>LABORERS - ZONE 2</i>	12/01/2015	\$37.25	\$7.30	\$12.95	\$0.00	\$57.50
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DEMO: JACKHAMMER OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$37.00	\$7.30	\$12.95	\$0.00	\$57.25
DEMO: WRECKING LABORER <i>LABORERS - ZONE 2</i>	06/01/2015	\$35.50	\$7.30	\$12.95	\$0.00	\$55.75
For apprentice rates see "Apprentice- LABORER"	12/01/2015	\$36.25	\$7.30	\$12.95	\$0.00	\$56.50
DIRECTIONAL DRILL MACHINE OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
For apprentice rates see "Apprentice- OPERATING ENGINEERS"	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$58.24	\$9.80	\$18.17	\$0.00	\$86.21
	08/01/2015	\$60.34	\$9.80	\$18.17	\$0.00	\$88.31
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$62.40	\$9.80	\$18.17	\$0.00	\$90.37
	08/01/2015	\$64.65	\$9.80	\$18.17	\$0.00	\$92.62
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$18.17	\$0.00	\$115.33
	08/01/2015	\$90.51	\$9.80	\$18.17	\$0.00	\$118.48
ELECTRICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2014	\$37.31	\$8.00	\$11.03	\$0.00	\$56.34
	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - ELECTRICIAN - Local 223
Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.92	\$0.00	\$0.45	\$0.00	\$15.37
2	42	\$15.67	\$0.00	\$0.47	\$0.00	\$16.14
3	45	\$16.79	\$8.00	\$0.50	\$0.00	\$25.29
4	48	\$17.91	\$8.00	\$3.30	\$0.00	\$29.21
5	50	\$18.66	\$8.00	\$3.41	\$0.00	\$30.07
6	55	\$20.52	\$8.00	\$3.68	\$0.00	\$32.20
7	60	\$22.39	\$8.00	\$3.94	\$0.00	\$34.33
8	65	\$24.25	\$8.00	\$4.22	\$0.00	\$36.47
9	70	\$26.12	\$8.00	\$4.48	\$0.00	\$38.60
10	75	\$27.98	\$8.00	\$4.76	\$0.00	\$40.74

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$15.32	\$0.00	\$0.46	\$0.00	\$15.78
2	42	\$16.09	\$0.00	\$0.48	\$0.00	\$16.57
3	45	\$17.24	\$8.40	\$0.52	\$0.00	\$26.16
4	48	\$18.39	\$8.40	\$3.36	\$0.00	\$30.15
5	50	\$19.16	\$8.40	\$3.47	\$0.00	\$31.03
6	55	\$21.07	\$8.40	\$3.75	\$0.00	\$33.22
7	60	\$22.99	\$8.40	\$4.03	\$0.00	\$35.42
8	65	\$24.90	\$8.40	\$4.31	\$0.00	\$37.61
9	70	\$26.82	\$8.40	\$5.28	\$0.00	\$40.50
10	75	\$28.73	\$8.40	\$4.86	\$0.00	\$41.99

Notes:

Steps are 750 hours

Apprentice to Journeyworker Ratio:2:3***

ELEVATOR CONSTRUCTOR	01/01/2015	\$53.30	\$13.58	\$14.21	\$0.00	\$81.09
ELEVATOR CONSTRUCTORS LOCAL 4	01/01/2016	\$54.53	\$14.43	\$14.96	\$0.00	\$83.92
	01/01/2017	\$55.86	\$15.28	\$15.71	\$0.00	\$86.85

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - ELEVATOR CONSTRUCTOR - Local 4
Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$26.65	\$13.58	\$0.00	\$0.00	\$40.23
2	55	\$29.32	\$13.58	\$14.21	\$0.00	\$57.11
3	65	\$34.65	\$13.58	\$14.21	\$0.00	\$62.44
4	70	\$37.31	\$13.58	\$14.21	\$0.00	\$65.10
5	80	\$42.64	\$13.58	\$14.21	\$0.00	\$70.43

Effective Date - 01/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$27.27	\$14.43	\$0.00	\$0.00	\$41.70
2	55	\$29.99	\$14.43	\$14.96	\$0.00	\$59.38
3	65	\$35.44	\$14.43	\$14.96	\$0.00	\$64.83
4	70	\$38.17	\$14.43	\$14.96	\$0.00	\$67.56
5	80	\$43.62	\$14.43	\$14.96	\$0.00	\$73.01

Notes:

Steps 1-2 are 6 mos.; Steps 3-5 are 1 year

Apprentice to Journeyworker Ratio:1:1

ELEVATOR CONSTRUCTOR HELPER <i>ELEVATOR CONSTRUCTORS LOCAL 4</i>	01/01/2015	\$37.31	\$13.58	\$14.21	\$0.00	\$65.10
	01/01/2016	\$38.17	\$14.43	\$14.96	\$0.00	\$67.56
	01/01/2017	\$39.10	\$15.28	\$15.71	\$0.00	\$70.09
For apprentice rates see "Apprentice - ELEVATOR CONSTRUCTOR"						
FENCE & GUARD RAIL ERECTOR <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
FIELD ENG.INST.PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2015	\$40.22	\$10.00	\$14.30	\$0.00	\$64.52
	11/01/2015	\$40.80	\$10.00	\$14.30	\$0.00	\$65.10
	05/01/2016	\$41.69	\$10.00	\$14.30	\$0.00	\$65.99
	11/01/2016	\$42.28	\$10.00	\$14.30	\$0.00	\$66.58
	05/01/2017	\$43.16	\$10.00	\$14.30	\$0.00	\$67.46
	11/01/2017	\$43.89	\$10.00	\$14.30	\$0.00	\$68.19
	05/01/2018	\$44.60	\$10.00	\$14.30	\$0.00	\$68.90
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIELD ENG.PARTY CHIEF-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2015	\$41.65	\$10.00	\$14.30	\$0.00	\$65.95
	11/01/2015	\$42.24	\$10.00	\$14.30	\$0.00	\$66.54
	05/01/2016	\$43.13	\$10.00	\$14.30	\$0.00	\$67.43
	11/01/2016	\$43.73	\$10.00	\$14.30	\$0.00	\$68.03
	05/01/2017	\$44.62	\$10.00	\$14.30	\$0.00	\$68.92
	11/01/2017	\$45.35	\$10.00	\$14.30	\$0.00	\$69.65
	05/01/2018	\$46.07	\$10.00	\$14.30	\$0.00	\$70.37
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
FIELD ENG.ROD PERSON-BLDG,SITE,HVY/HWY <i>OPERATING ENGINEERS LOCAL 4</i>	05/01/2015	\$21.68	\$10.00	\$14.30	\$0.00	\$45.98
	11/01/2015	\$22.02	\$10.00	\$14.30	\$0.00	\$46.32
	05/01/2016	\$22.54	\$10.00	\$14.30	\$0.00	\$46.84
	11/01/2016	\$22.89	\$10.00	\$14.30	\$0.00	\$47.19
	05/01/2017	\$23.42	\$10.00	\$14.30	\$0.00	\$47.72
	11/01/2017	\$23.84	\$10.00	\$14.30	\$0.00	\$48.14
	05/01/2018	\$24.27	\$10.00	\$14.30	\$0.00	\$48.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FIRE ALARM INSTALLER <i>ELECTRICIANS LOCAL 223</i>	09/01/2014	\$37.31	\$8.00	\$11.03	\$0.00	\$56.34
	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
FIRE ALARM REPAIR / MAINTENANCE / COMMISSIONING <i>ELECTRICIANS</i> <i>LOCAL 223</i>	09/01/2014	\$31.71	\$8.00	\$9.38	\$0.00	\$49.09
	09/01/2015	\$32.56	\$8.40	\$9.59	\$0.00	\$50.55
	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01
For apprentice rates see "Apprentice- TELECOMMUNICATIONS TECHNICIAN"						
FIREMAN (ASST. ENGINEER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$35.64	\$10.00	\$14.55	\$0.00	\$60.19
	12/01/2015	\$36.69	\$10.00	\$14.55	\$0.00	\$61.24
	06/01/2016	\$37.31	\$10.00	\$14.55	\$0.00	\$61.86
	12/01/2016	\$38.35	\$10.00	\$14.55	\$0.00	\$62.90
	06/01/2017	\$39.19	\$10.00	\$14.55	\$0.00	\$63.74
	12/01/2017	\$40.02	\$10.00	\$14.55	\$0.00	\$64.57
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2015	\$20.50	\$7.30	\$12.30	\$0.00	\$40.10
	12/01/2015	\$20.50	\$7.30	\$12.30	\$0.00	\$40.10
	06/01/2016	\$20.50	\$7.30	\$12.30	\$0.00	\$40.10
	12/01/2016	\$20.50	\$7.30	\$12.30	\$0.00	\$40.10
For apprentice rates see "Apprentice- LABORER"						
FLOORCOVERER <i>FLOORCOVERERS LOCAL 2168 ZONE I</i>	09/01/2014	\$40.40	\$9.80	\$17.21	\$0.00	\$67.41

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - FLOORCOVERER - Local 2168 Zone I
Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.20	\$9.80	\$1.79	\$0.00	\$31.79
2	55	\$22.22	\$9.80	\$1.79	\$0.00	\$33.81
3	60	\$24.24	\$9.80	\$11.84	\$0.00	\$45.88
4	65	\$26.26	\$9.80	\$11.84	\$0.00	\$47.90
5	70	\$28.28	\$9.80	\$13.63	\$0.00	\$51.71
6	75	\$30.30	\$9.80	\$13.63	\$0.00	\$53.73
7	80	\$32.32	\$9.80	\$15.42	\$0.00	\$57.54
8	85	\$34.34	\$9.80	\$15.42	\$0.00	\$59.56

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

FORK LIFT/CHERRY PICKER	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63

	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
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	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
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	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
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	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GENERATOR/LIGHTING PLANT/HEATERS	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03

	06/01/2016	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
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	12/01/2016	\$31.87	\$10.00	\$14.55	\$0.00	\$56.42
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	06/01/2017	\$32.56	\$10.00	\$14.55	\$0.00	\$57.11
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	12/01/2017	\$33.25	\$10.00	\$14.55	\$0.00	\$57.80
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For apprentice rates see "Apprentice- OPERATING ENGINEERS"

GLAZIER (GLASS PLANK/AIR BARRIER/INTERIOR SYSTEMS)	06/01/2015	\$35.08	\$10.25	\$8.00	\$0.00	\$53.33
GLAZIERS LOCAL 1333	06/01/2016	\$35.58	\$10.70	\$8.25	\$0.00	\$54.53

Apprentice - GLAZIER - Local 1333**Effective Date - 06/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.54	\$10.25	\$1.00	\$0.00	\$28.79
2	56	\$19.73	\$10.25	\$1.00	\$0.00	\$30.98
3	63	\$21.93	\$10.25	\$1.50	\$0.00	\$33.68
4	69	\$24.12	\$10.25	\$1.50	\$0.00	\$35.87
5	75	\$26.31	\$10.25	\$2.00	\$0.00	\$38.56
6	81	\$28.50	\$10.25	\$2.00	\$0.00	\$40.75
7	88	\$30.70	\$10.25	\$8.00	\$0.00	\$48.95
8	94	\$32.89	\$10.25	\$8.00	\$0.00	\$51.14

Effective Date - 06/01/2016

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.79	\$10.70	\$1.00	\$0.00	\$29.49
2	56	\$20.01	\$10.70	\$1.00	\$0.00	\$31.71
3	63	\$22.24	\$10.70	\$1.50	\$0.00	\$34.44
4	69	\$24.46	\$10.70	\$1.50	\$0.00	\$36.66
5	75	\$26.69	\$10.70	\$2.00	\$0.00	\$39.39
6	81	\$28.91	\$10.70	\$2.00	\$0.00	\$41.61
7	88	\$31.13	\$10.70	\$8.00	\$0.00	\$49.83
8	94	\$33.36	\$10.70	\$8.00	\$0.00	\$52.06

Notes:**Apprentice to Journeyworker Ratio:1:3**

HOISTING ENGINEER/CRANES/GRADALLS

OPERATING ENGINEERS LOCAL 4

06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - OPERATING ENGINEERS - Local 4
Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.56	\$10.00	\$0.00	\$0.00	\$33.56
2	60	\$25.70	\$10.00	\$14.55	\$0.00	\$50.25
3	65	\$27.84	\$10.00	\$14.55	\$0.00	\$52.39
4	70	\$29.98	\$10.00	\$14.55	\$0.00	\$54.53
5	75	\$32.12	\$10.00	\$14.55	\$0.00	\$56.67
6	80	\$34.26	\$10.00	\$14.55	\$0.00	\$58.81
7	85	\$36.41	\$10.00	\$14.55	\$0.00	\$60.96
8	90	\$38.55	\$10.00	\$14.55	\$0.00	\$63.10

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.24	\$10.00	\$0.00	\$0.00	\$34.24
2	60	\$26.45	\$10.00	\$14.55	\$0.00	\$51.00
3	65	\$28.65	\$10.00	\$14.55	\$0.00	\$53.20
4	70	\$30.86	\$10.00	\$14.55	\$0.00	\$55.41
5	75	\$33.06	\$10.00	\$14.55	\$0.00	\$57.61
6	80	\$35.26	\$10.00	\$14.55	\$0.00	\$59.81
7	85	\$37.47	\$10.00	\$14.55	\$0.00	\$62.02
8	90	\$39.67	\$10.00	\$14.55	\$0.00	\$64.22

Notes:
Apprentice to Journeyworker Ratio:1:6

HVAC (DUCTWORK) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2015	\$35.60	\$10.20	\$13.72	\$1.79	\$61.31
	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (ELECTRICAL CONTROLS) <i>ELECTRICIANS LOCAL 223</i>	09/01/2014	\$37.31	\$8.00	\$11.03	\$0.00	\$56.34
	09/01/2015	\$38.31	\$8.40	\$11.28	\$0.00	\$57.99
	09/01/2016	\$39.21	\$8.90	\$11.51	\$0.00	\$59.62
For apprentice rates see "Apprentice- ELECTRICIAN"						
HVAC (TESTING AND BALANCING - AIR) <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2015	\$35.60	\$10.20	\$13.72	\$1.79	\$61.31
	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31
For apprentice rates see "Apprentice- SHEET METAL WORKER"						
HVAC (TESTING AND BALANCING -WATER) <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2015	\$36.63	\$11.00	\$15.35	\$0.00	\$62.98
	09/01/2015	\$37.38	\$11.00	\$15.35	\$0.00	\$63.73
	03/01/2016	\$38.13	\$11.00	\$15.35	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
HVAC MECHANIC <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2015	\$36.63	\$11.00	\$15.35	\$0.00	\$62.98
	09/01/2015	\$37.38	\$11.00	\$15.35	\$0.00	\$63.73
	03/01/2016	\$38.13	\$11.00	\$15.35	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
HYDRAULIC DRILLS <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	12/01/2015	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	06/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50
	12/01/2016	\$33.65	\$7.30	\$12.30	\$0.00	\$53.25
For apprentice rates see "Apprentice- LABORER"						
INSULATOR (PIPES & TANKS) <i>HEAT & FROST INSULATORS LOCAL 6 (SOUTHERN MASS)</i>	09/01/2014	\$38.98	\$11.25	\$12.60	\$0.00	\$62.83

Apprentice - ASBESTOS INSULATOR (Pipes & Tanks) - Local 6 Southern MA

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.49	\$11.25	\$11.00	\$0.00	\$41.74
2	60	\$23.39	\$11.25	\$11.32	\$0.00	\$45.96
3	70	\$27.29	\$11.25	\$11.64	\$0.00	\$50.18
4	80	\$31.18	\$11.25	\$11.96	\$0.00	\$54.39

Notes:

Steps are 1 year

Apprentice to Journeyworker Ratio:1:4

IRONWORKER/WELDER <i>IRONWORKERS LOCAL 37</i>	03/16/2015	\$33.96	\$7.70	\$15.45	\$0.00	\$57.11
	09/16/2015	\$34.66	\$7.70	\$15.45	\$0.00	\$57.81
	03/16/2016	\$35.36	\$7.70	\$15.45	\$0.00	\$58.51

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - IRONWORKER - Local 37

Effective Date - 03/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$23.77	\$7.70	\$15.45	\$0.00	\$46.92
2	75	\$25.47	\$7.70	\$15.45	\$0.00	\$48.62
3	80	\$27.17	\$7.70	\$15.45	\$0.00	\$50.32
4	85	\$28.87	\$7.70	\$15.45	\$0.00	\$52.02
5	90	\$30.56	\$7.70	\$15.45	\$0.00	\$53.71
6	95	\$32.26	\$7.70	\$15.45	\$0.00	\$55.41

Effective Date - 09/16/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	70	\$24.26	\$7.70	\$15.45	\$0.00	\$47.41
2	75	\$26.00	\$7.70	\$15.45	\$0.00	\$49.15
3	80	\$27.73	\$7.70	\$15.45	\$0.00	\$50.88
4	85	\$29.46	\$7.70	\$15.45	\$0.00	\$52.61
5	90	\$31.19	\$7.70	\$15.45	\$0.00	\$54.34
6	95	\$32.93	\$7.70	\$15.45	\$0.00	\$56.08

Notes:

Apprentice to Journeyworker Ratio:1:4

JACKHAMMER & PAVING BREAKER OPERATOR	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

LABORER	06/01/2015	\$31.15	\$7.30	\$12.30	\$0.00	\$50.75
LABORERS - ZONE 2	12/01/2015	\$31.65	\$7.30	\$12.30	\$0.00	\$51.25
	06/01/2016	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
	12/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.69	\$7.30	\$12.30	\$0.00	\$38.29
2	70	\$21.81	\$7.30	\$12.30	\$0.00	\$41.41
3	80	\$24.92	\$7.30	\$12.30	\$0.00	\$44.52
4	90	\$28.04	\$7.30	\$12.30	\$0.00	\$47.64

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.99	\$7.30	\$12.30	\$0.00	\$38.59
2	70	\$22.16	\$7.30	\$12.30	\$0.00	\$41.76
3	80	\$25.32	\$7.30	\$12.30	\$0.00	\$44.92
4	90	\$28.49	\$7.30	\$12.30	\$0.00	\$48.09

Notes:

Apprentice to Journeyworker Ratio:1:5

LABORER: CARPENTER TENDER LABORERS - ZONE 2	06/01/2015	\$31.15	\$7.30	\$12.30	\$0.00	\$50.75
	12/01/2015	\$31.65	\$7.30	\$12.30	\$0.00	\$51.25
	06/01/2016	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
	12/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: CEMENT FINISHER TENDER LABORERS - ZONE 2	06/01/2015	\$31.15	\$7.30	\$12.30	\$0.00	\$50.75
	12/01/2015	\$31.65	\$7.30	\$12.30	\$0.00	\$51.25
	06/01/2016	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
	12/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: HAZARDOUS WASTE/ASBESTOS REMOVER LABORERS - ZONE 2	06/01/2015	\$31.35	\$7.30	\$12.25	\$0.00	\$50.90
	12/01/2015	\$31.85	\$7.30	\$12.25	\$0.00	\$51.40
For apprentice rates see "Apprentice- LABORER"						
LABORER: MASON TENDER LABORERS - ZONE 2	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
LABORER: MULTI-TRADE TENDER LABORERS - ZONE 2	06/01/2015	\$31.15	\$7.30	\$12.30	\$0.00	\$50.75
	12/01/2015	\$31.65	\$7.30	\$12.30	\$0.00	\$51.25
	06/01/2016	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
	12/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50
For apprentice rates see "Apprentice- LABORER"						
LABORER: TREE REMOVER LABORERS - ZONE 2	06/01/2015	\$31.15	\$7.30	\$12.30	\$0.00	\$50.75
	12/01/2015	\$31.65	\$7.30	\$12.30	\$0.00	\$51.25
	06/01/2016	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
	12/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
This classification applies to all tree work associated with the removal of standing trees, and trimming and removal of branches and limbs when the work is not done for a utility company for the purpose of operation, maintenance or repair of utility company equipment. For apprentice rates see "Apprentice- LABORER"						
LASER BEAM OPERATOR	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
MARBLE & TILE FINISHERS	02/01/2015	\$37.37	\$10.18	\$17.18	\$0.00	\$64.73
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2015	\$38.08	\$10.18	\$17.25	\$0.00	\$65.51
	02/01/2016	\$38.53	\$10.18	\$17.25	\$0.00	\$65.96
	08/01/2016	\$39.23	\$10.18	\$17.33	\$0.00	\$66.74
	02/01/2017	\$39.69	\$10.18	\$17.33	\$0.00	\$67.20

Apprentice - MARBLE & TILE FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.69	\$10.18	\$17.18	\$0.00	\$46.05
2	60	\$22.42	\$10.18	\$17.18	\$0.00	\$49.78
3	70	\$26.16	\$10.18	\$17.18	\$0.00	\$53.52
4	80	\$29.90	\$10.18	\$17.18	\$0.00	\$57.26
5	90	\$33.63	\$10.18	\$17.18	\$0.00	\$60.99

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.04	\$10.18	\$17.25	\$0.00	\$46.47
2	60	\$22.85	\$10.18	\$17.25	\$0.00	\$50.28
3	70	\$26.66	\$10.18	\$17.25	\$0.00	\$54.09
4	80	\$30.46	\$10.18	\$17.25	\$0.00	\$57.89
5	90	\$34.27	\$10.18	\$17.25	\$0.00	\$61.70

Notes:

Apprentice to Journeyworker Ratio:1:3

MARBLE MASONS, TILELAYERS & TERRAZZO MECH	02/01/2015	\$49.00	\$10.18	\$18.50	\$0.00	\$77.68
BRICKLAYERS LOCAL 3 - MARBLE & TILE	08/01/2015	\$49.90	\$10.18	\$18.57	\$0.00	\$78.65
	02/01/2016	\$50.47	\$10.18	\$18.57	\$0.00	\$79.22
	08/01/2016	\$51.37	\$10.18	\$18.65	\$0.00	\$80.20
	02/01/2017	\$51.94	\$10.18	\$18.65	\$0.00	\$80.77

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - MARBLE-TILE-TERRAZZO MECHANIC - Local 3 Marble & Tile

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.50	\$10.18	\$18.50	\$0.00	\$53.18
2	60	\$29.40	\$10.18	\$18.50	\$0.00	\$58.08
3	70	\$34.30	\$10.18	\$18.50	\$0.00	\$62.98
4	80	\$39.20	\$10.18	\$18.50	\$0.00	\$67.88
5	90	\$44.10	\$10.18	\$18.50	\$0.00	\$72.78

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.95	\$10.18	\$18.57	\$0.00	\$53.70
2	60	\$29.94	\$10.18	\$18.57	\$0.00	\$58.69
3	70	\$34.93	\$10.18	\$18.57	\$0.00	\$63.68
4	80	\$39.92	\$10.18	\$18.57	\$0.00	\$68.67
5	90	\$44.91	\$10.18	\$18.57	\$0.00	\$73.66

Notes:

Apprentice to Journeyworker Ratio:1:5

MECH. SWEEPER OPERATOR (ON CONST. SITES)	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MECHANICS MAINTENANCE	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
MILLWRIGHT (Zone 2)	04/01/2015	\$34.69	\$9.80	\$16.21	\$0.00	\$60.70
MILLWRIGHTS LOCAL 1121 - Zone 2						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
Apprentice - MILLWRIGHT - Local 1121 Zone 2						
Effective Date - 04/01/2015						
Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$19.08	\$9.80	\$4.48	\$0.00	\$33.36
2	65	\$22.55	\$9.80	\$13.36	\$0.00	\$45.71
3	75	\$26.02	\$9.80	\$14.18	\$0.00	\$50.00
4	85	\$29.49	\$9.80	\$14.99	\$0.00	\$54.28
Notes:						
Steps are 2,000 hours						
Apprentice to Journeyworker Ratio:1:5						
MORTAR MIXER	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2015	\$21.97	\$10.00	\$14.55	\$0.00	\$46.52
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$22.62	\$10.00	\$14.55	\$0.00	\$47.17
	06/01/2016	\$23.01	\$10.00	\$14.55	\$0.00	\$47.56
	12/01/2016	\$23.66	\$10.00	\$14.55	\$0.00	\$48.21
	06/01/2017	\$24.17	\$10.00	\$14.55	\$0.00	\$48.72
	12/01/2017	\$24.69	\$10.00	\$14.55	\$0.00	\$49.24
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OILER (TRUCK CRANES, GRADALLS)	06/01/2015	\$25.68	\$10.00	\$14.55	\$0.00	\$50.23
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$26.43	\$10.00	\$14.55	\$0.00	\$50.98
	06/01/2016	\$26.89	\$10.00	\$14.55	\$0.00	\$51.44
	12/01/2016	\$27.64	\$10.00	\$14.55	\$0.00	\$52.19
	06/01/2017	\$28.24	\$10.00	\$14.55	\$0.00	\$52.79
	12/01/2017	\$28.85	\$10.00	\$14.55	\$0.00	\$53.40
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PAINTER (BRIDGES/TANKS)	01/01/2015	\$47.66	\$7.85	\$16.10	\$0.00	\$71.61
PAINTERS LOCAL 35 - ZONE 2	07/01/2015	\$48.56	\$7.85	\$16.10	\$0.00	\$72.51
	01/01/2016	\$49.51	\$7.85	\$16.10	\$0.00	\$73.46
	07/01/2016	\$50.46	\$7.85	\$16.10	\$0.00	\$74.41
	01/01/2017	\$51.41	\$7.85	\$16.10	\$0.00	\$75.36

Apprentice - PAINTER Local 35 - BRIDGES/TANKS**Effective Date - 01/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.83	\$7.85	\$0.00	\$0.00	\$31.68
2	55	\$26.21	\$7.85	\$3.66	\$0.00	\$37.72
3	60	\$28.60	\$7.85	\$3.99	\$0.00	\$40.44
4	65	\$30.98	\$7.85	\$4.32	\$0.00	\$43.15
5	70	\$33.36	\$7.85	\$14.11	\$0.00	\$55.32
6	75	\$35.75	\$7.85	\$14.44	\$0.00	\$58.04
7	80	\$38.13	\$7.85	\$14.77	\$0.00	\$60.75
8	90	\$42.89	\$7.85	\$15.44	\$0.00	\$66.18

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.28	\$7.85	\$0.00	\$0.00	\$32.13
2	55	\$26.71	\$7.85	\$3.66	\$0.00	\$38.22
3	60	\$29.14	\$7.85	\$3.99	\$0.00	\$40.98
4	65	\$31.56	\$7.85	\$4.32	\$0.00	\$43.73
5	70	\$33.99	\$7.85	\$14.11	\$0.00	\$55.95
6	75	\$36.42	\$7.85	\$14.44	\$0.00	\$58.71
7	80	\$38.85	\$7.85	\$14.77	\$0.00	\$61.47
8	90	\$43.70	\$7.85	\$15.44	\$0.00	\$66.99

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, NEW) *

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

01/01/2015	\$38.56	\$7.85	\$16.10	\$0.00	\$62.51
07/01/2015	\$39.46	\$7.85	\$16.10	\$0.00	\$63.41
01/01/2016	\$40.41	\$7.85	\$16.10	\$0.00	\$64.36
07/01/2016	\$41.36	\$7.85	\$16.10	\$0.00	\$65.31
01/01/2017	\$42.31	\$7.85	\$16.10	\$0.00	\$66.26

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - New**Effective Date -** 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.28	\$7.85	\$0.00	\$0.00	\$27.13
2	55	\$21.21	\$7.85	\$3.66	\$0.00	\$32.72
3	60	\$23.14	\$7.85	\$3.99	\$0.00	\$34.98
4	65	\$25.06	\$7.85	\$4.32	\$0.00	\$37.23
5	70	\$26.99	\$7.85	\$14.11	\$0.00	\$48.95
6	75	\$28.92	\$7.85	\$14.44	\$0.00	\$51.21
7	80	\$30.85	\$7.85	\$14.77	\$0.00	\$53.47
8	90	\$34.70	\$7.85	\$15.44	\$0.00	\$57.99

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.73	\$7.85	\$0.00	\$0.00	\$27.58
2	55	\$21.70	\$7.85	\$3.66	\$0.00	\$33.21
3	60	\$23.68	\$7.85	\$3.99	\$0.00	\$35.52
4	65	\$25.65	\$7.85	\$4.32	\$0.00	\$37.82
5	70	\$27.62	\$7.85	\$14.11	\$0.00	\$49.58
6	75	\$29.60	\$7.85	\$14.44	\$0.00	\$51.89
7	80	\$31.57	\$7.85	\$14.77	\$0.00	\$54.19
8	90	\$35.51	\$7.85	\$15.44	\$0.00	\$58.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (SPRAY OR SANDBLAST, REPAINT)	01/01/2015	\$36.62	\$7.85	\$16.10	\$0.00	\$60.57
PAINTERS LOCAL 35 - ZONE 2	07/01/2015	\$37.52	\$7.85	\$16.10	\$0.00	\$61.47
	01/01/2016	\$38.47	\$7.85	\$16.10	\$0.00	\$62.42
	07/01/2016	\$39.42	\$7.85	\$16.10	\$0.00	\$63.37
	01/01/2017	\$40.37	\$7.85	\$16.10	\$0.00	\$64.32

Apprentice - PAINTER Local 35 Zone 2 - Spray/Sandblast - Repaint**Effective Date - 01/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.31	\$7.85	\$0.00	\$0.00	\$26.16
2	55	\$20.14	\$7.85	\$3.66	\$0.00	\$31.65
3	60	\$21.97	\$7.85	\$3.99	\$0.00	\$33.81
4	65	\$23.80	\$7.85	\$4.32	\$0.00	\$35.97
5	70	\$25.63	\$7.85	\$14.11	\$0.00	\$47.59
6	75	\$27.47	\$7.85	\$14.44	\$0.00	\$49.76
7	80	\$29.30	\$7.85	\$14.77	\$0.00	\$51.92
8	90	\$32.96	\$7.85	\$15.44	\$0.00	\$56.25

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.76	\$7.85	\$0.00	\$0.00	\$26.61
2	55	\$20.64	\$7.85	\$3.66	\$0.00	\$32.15
3	60	\$22.51	\$7.85	\$3.99	\$0.00	\$34.35
4	65	\$24.39	\$7.85	\$4.32	\$0.00	\$36.56
5	70	\$26.26	\$7.85	\$14.11	\$0.00	\$48.22
6	75	\$28.14	\$7.85	\$14.44	\$0.00	\$50.43
7	80	\$30.02	\$7.85	\$14.77	\$0.00	\$52.64
8	90	\$33.77	\$7.85	\$15.44	\$0.00	\$57.06

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER (TRAFFIC MARKINGS)

LABORERS - ZONE 2

06/01/2015	\$31.15	\$7.30	\$12.30	\$0.00	\$50.75
12/01/2015	\$31.65	\$7.30	\$12.30	\$0.00	\$51.25
06/01/2016	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
12/01/2016	\$32.90	\$7.30	\$12.30	\$0.00	\$52.50

For Apprentice rates see "Apprentice- LABORER"

PAINTER / TAPER (BRUSH, NEW) *

* If 30% or more of surfaces to be painted are new construction,

NEW paint rate shall be used. PAINTERS LOCAL 35 - ZONE 2

01/01/2015	\$37.16	\$7.85	\$16.10	\$0.00	\$61.11
07/01/2015	\$38.06	\$7.85	\$16.10	\$0.00	\$62.01
01/01/2016	\$39.01	\$7.85	\$16.10	\$0.00	\$62.96
07/01/2016	\$39.96	\$7.85	\$16.10	\$0.00	\$63.91
01/01/2017	\$40.91	\$7.85	\$16.10	\$0.00	\$64.86

Apprentice - PAINTER - Local 35 Zone 2 - BRUSH NEW**Effective Date - 01/01/2015**

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.58	\$7.85	\$0.00	\$0.00	\$26.43
2	55	\$20.44	\$7.85	\$3.66	\$0.00	\$31.95
3	60	\$22.30	\$7.85	\$3.99	\$0.00	\$34.14
4	65	\$24.15	\$7.85	\$4.32	\$0.00	\$36.32
5	70	\$26.01	\$7.85	\$14.11	\$0.00	\$47.97
6	75	\$27.87	\$7.85	\$14.44	\$0.00	\$50.16
7	80	\$29.73	\$7.85	\$14.77	\$0.00	\$52.35
8	90	\$33.44	\$7.85	\$15.44	\$0.00	\$56.73

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$19.03	\$7.85	\$0.00	\$0.00	\$26.88
2	55	\$20.93	\$7.85	\$3.66	\$0.00	\$32.44
3	60	\$22.84	\$7.85	\$3.99	\$0.00	\$34.68
4	65	\$24.74	\$7.85	\$4.32	\$0.00	\$36.91
5	70	\$26.64	\$7.85	\$14.11	\$0.00	\$48.60
6	75	\$28.55	\$7.85	\$14.44	\$0.00	\$50.84
7	80	\$30.45	\$7.85	\$14.77	\$0.00	\$53.07
8	90	\$34.25	\$7.85	\$15.44	\$0.00	\$57.54

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PAINTER / TAPER (BRUSH, REPAINT)

PAINTERS LOCAL 35 - ZONE 2

01/01/2015	\$35.22	\$7.85	\$16.10	\$0.00	\$59.17
07/01/2015	\$36.12	\$7.85	\$16.10	\$0.00	\$60.07
01/01/2016	\$37.07	\$7.85	\$16.10	\$0.00	\$61.02
07/01/2016	\$38.02	\$7.85	\$16.10	\$0.00	\$61.97
01/01/2017	\$38.97	\$7.85	\$16.10	\$0.00	\$62.92

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PAINTER Local 35 Zone 2 - BRUSH REPAINT
Effective Date - 01/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$17.61	\$7.85	\$0.00	\$0.00	\$25.46
2	55	\$19.37	\$7.85	\$3.66	\$0.00	\$30.88
3	60	\$21.13	\$7.85	\$3.99	\$0.00	\$32.97
4	65	\$22.89	\$7.85	\$4.32	\$0.00	\$35.06
5	70	\$24.65	\$7.85	\$14.11	\$0.00	\$46.61
6	75	\$26.42	\$7.85	\$14.44	\$0.00	\$48.71
7	80	\$28.18	\$7.85	\$14.77	\$0.00	\$50.80
8	90	\$31.70	\$7.85	\$15.44	\$0.00	\$54.99

Effective Date - 07/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$18.06	\$7.85	\$0.00	\$0.00	\$25.91
2	55	\$19.87	\$7.85	\$3.66	\$0.00	\$31.38
3	60	\$21.67	\$7.85	\$3.99	\$0.00	\$33.51
4	65	\$23.48	\$7.85	\$4.32	\$0.00	\$35.65
5	70	\$25.28	\$7.85	\$14.11	\$0.00	\$47.24
6	75	\$27.09	\$7.85	\$14.44	\$0.00	\$49.38
7	80	\$28.90	\$7.85	\$14.77	\$0.00	\$51.52
8	90	\$32.51	\$7.85	\$15.44	\$0.00	\$55.80

Notes:

Steps are 750 hrs.

Apprentice to Journeyworker Ratio:1:1

PANEL & PICKUP TRUCKS DRIVER TEAMSTERS JOINT COUNCIL NO. 10 ZONE B	12/01/2012	\$30.28	\$9.07	\$8.00	\$0.00	\$47.35
PIER AND DOCK CONSTRUCTOR (UNDERPINNING AND DECK) PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07
PILE DRIVER PILE DRIVER LOCAL 56 (ZONE 1)	08/01/2014	\$41.60	\$9.80	\$18.17	\$0.00	\$69.57
	08/01/2015	\$43.10	\$9.80	\$18.17	\$0.00	\$71.07

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - PILE DRIVER - Local 56 Zone 1
Effective Date - 08/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.80	\$9.80	\$18.17	\$0.00	\$48.77
2	60	\$24.96	\$9.80	\$18.17	\$0.00	\$52.93
3	70	\$29.12	\$9.80	\$18.17	\$0.00	\$57.09
4	75	\$31.20	\$9.80	\$18.17	\$0.00	\$59.17
5	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
6	80	\$33.28	\$9.80	\$18.17	\$0.00	\$61.25
7	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41
8	90	\$37.44	\$9.80	\$18.17	\$0.00	\$65.41

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$21.55	\$9.80	\$18.17	\$0.00	\$49.52
2	60	\$25.86	\$9.80	\$18.17	\$0.00	\$53.83
3	70	\$30.17	\$9.80	\$18.17	\$0.00	\$58.14
4	75	\$32.33	\$9.80	\$18.17	\$0.00	\$60.30
5	80	\$34.48	\$9.80	\$18.17	\$0.00	\$62.45
6	80	\$34.48	\$9.80	\$18.17	\$0.00	\$62.45
7	90	\$38.79	\$9.80	\$18.17	\$0.00	\$66.76
8	90	\$38.79	\$9.80	\$18.17	\$0.00	\$66.76

Notes:
Apprentice to Journeyworker Ratio:1:3

PIPELAYER <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
PLUMBER & PIPEFITTER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2015	\$36.63	\$11.00	\$15.35	\$0.00	\$62.98
	09/01/2015	\$37.38	\$11.00	\$15.35	\$0.00	\$63.73
	03/01/2016	\$38.13	\$11.00	\$15.35	\$0.00	\$64.48

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - PLUMBER/PIPEFITTER - Local 51

Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.65	\$11.00	\$1.50	\$0.00	\$27.15
2	50	\$18.32	\$11.00	\$1.50	\$0.00	\$30.82
3	60	\$21.98	\$11.00	\$7.85	\$0.00	\$40.83
4	70	\$25.64	\$11.00	\$11.66	\$0.00	\$48.30
5	80	\$29.30	\$11.00	\$15.35	\$0.00	\$55.65

Effective Date - 09/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.95	\$11.00	\$1.50	\$0.00	\$27.45
2	50	\$18.69	\$11.00	\$1.50	\$0.00	\$31.19
3	60	\$22.43	\$11.00	\$7.85	\$0.00	\$41.28
4	70	\$26.17	\$11.00	\$11.66	\$0.00	\$48.83
5	80	\$29.90	\$11.00	\$15.35	\$0.00	\$56.25

Notes:

Steps 2000hrs. Prior 9/1/05; 40/40/45/50/55/60/65/75/80/85

Apprentice to Journeyworker Ratio:1:3

PNEUMATIC CONTROLS (TEMP.)	03/01/2015	\$36.63	\$11.00	\$15.35	\$0.00	\$62.98
PLUMBERS & PIPEFITTERS LOCAL 51	09/01/2015	\$37.38	\$11.00	\$15.35	\$0.00	\$63.73
	03/01/2016	\$38.13	\$11.00	\$15.35	\$0.00	\$64.48
For apprentice rates see "Apprentice- PIPEFITTER" or "PLUMBER/PIPEFITTER"						
PNEUMATIC DRILL/TOOL OPERATOR	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
LABORERS - ZONE 2	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
POWDERMAN & BLASTER	06/01/2015	\$32.15	\$7.30	\$12.30	\$0.00	\$51.75
LABORERS - ZONE 2	12/01/2015	\$32.65	\$7.30	\$12.30	\$0.00	\$52.25
	06/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
	12/01/2016	\$33.90	\$7.30	\$12.30	\$0.00	\$53.50
For apprentice rates see "Apprentice- LABORER"						
POWER SHOVEL/DERRICK/TRENCHING MACHINE	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$29.61	\$10.00	\$14.55	\$0.00	\$54.16
	12/01/2015	\$30.48	\$10.00	\$14.55	\$0.00	\$55.03
	06/01/2016	\$31.00	\$10.00	\$14.55	\$0.00	\$55.55
	12/01/2016	\$31.87	\$10.00	\$14.55	\$0.00	\$56.42
	06/01/2017	\$32.56	\$10.00	\$14.55	\$0.00	\$57.11
	12/01/2017	\$33.25	\$10.00	\$14.55	\$0.00	\$57.80
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
READY-MIX CONCRETE DRIVER <i>TEAMSTERS LOCAL 59</i>	06/01/2008	\$19.00	\$5.10	\$4.21	\$0.00	\$28.31
RECLAIMERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
RESIDENTIAL WOOD FRAME (All Other Work) <i>CARPENTERS -ZONE 1 (Residential Wood)</i>	04/01/2011	\$37.25	\$8.67	\$15.51	\$0.00	\$61.43
RESIDENTIAL WOOD FRAME CARPENTER **	05/01/2011	\$27.49	\$6.34	\$6.23	\$0.00	\$40.06
** The Residential Wood Frame Carpenter classification applies only to the construction of new, wood frame residences that do not exceed four stories including the basement. <i>CARPENTERS -ZONE 1 (Residential Wood)</i> As of 9/1/09 Carpentry work on wood-frame residential WEATHERIZATION projects shall be paid the RESIDENTIAL WOOD FRAME CARPENTER rate.						

Apprentice - CARPENTER (Residential Wood Frame) - Zone 1

Effective Date - 05/01/2011

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$16.49	\$6.34	\$0.00	\$0.00	\$22.83
2	60	\$16.49	\$6.34	\$6.23	\$0.00	\$29.06
3	65	\$17.87	\$6.34	\$6.23	\$0.00	\$30.44
4	70	\$19.24	\$6.34	\$6.23	\$0.00	\$31.81
5	75	\$20.62	\$6.34	\$6.23	\$0.00	\$33.19
6	80	\$21.99	\$6.34	\$6.23	\$0.00	\$34.56
7	85	\$23.37	\$6.34	\$6.23	\$0.00	\$35.94
8	90	\$24.74	\$6.34	\$6.23	\$0.00	\$37.31

Notes:

Apprentice to Journeyworker Ratio:1:5

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
RIDE-ON MOTORIZED BUGGY OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75

For apprentice rates see "Apprentice- LABORER"

ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

ROOFER (Inc.Roofing Waterproofing &Roofing Damproofg) <i>ROOFERS LOCAL 33</i>	02/01/2015	\$40.11	\$10.50	\$11.60	\$0.00	\$62.21
	08/01/2015	\$41.01	\$10.50	\$11.60	\$0.00	\$63.11
	02/01/2016	\$41.91	\$10.50	\$11.60	\$0.00	\$64.01

Apprentice - ROOFER - Local 33

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.06	\$10.50	\$3.38	\$0.00	\$33.94
2	60	\$24.07	\$10.50	\$11.60	\$0.00	\$46.17
3	65	\$26.07	\$10.50	\$11.60	\$0.00	\$48.17
4	75	\$30.08	\$10.50	\$11.60	\$0.00	\$52.18
5	85	\$34.09	\$10.50	\$11.60	\$0.00	\$56.19

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$20.51	\$10.50	\$3.38	\$0.00	\$34.39
2	60	\$24.61	\$10.50	\$11.60	\$0.00	\$46.71
3	65	\$26.66	\$10.50	\$11.60	\$0.00	\$48.76
4	75	\$30.76	\$10.50	\$11.60	\$0.00	\$52.86
5	85	\$34.86	\$10.50	\$11.60	\$0.00	\$56.96

Notes: ** 1:5, 2:6-10, the 1:10; Reroofing: 1:4, then 1:1
Step 1 is 2000 hrs.; Steps 2-5 are 1000 hrs.

Apprentice to Journeyworker Ratio:**

ROOFER SLATE / TILE / PRECAST CONCRETE <i>ROOFERS LOCAL 33</i>	02/01/2015	\$40.36	\$10.50	\$11.60	\$0.00	\$62.46
	08/01/2015	\$41.26	\$10.50	\$11.60	\$0.00	\$63.36
	02/01/2016	\$42.16	\$10.50	\$11.60	\$0.00	\$64.26

For apprentice rates see "Apprentice- ROOFER"

SHEETMETAL WORKER <i>SHEETMETAL WORKERS LOCAL 17 - B</i>	04/01/2015	\$35.60	\$10.20	\$13.72	\$1.79	\$61.31
	10/01/2015	\$36.10	\$10.20	\$13.72	\$1.79	\$61.81
	04/01/2016	\$36.60	\$10.20	\$13.72	\$1.79	\$62.31

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SHEET METAL WORKER - Local 17-B
Effective Date - 04/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.24	\$10.20	\$3.28	\$0.84	\$28.56
2	45	\$16.02	\$10.20	\$3.69	\$0.91	\$30.82
3	50	\$17.80	\$10.20	\$8.57	\$1.11	\$37.68
4	55	\$19.58	\$10.20	\$8.57	\$1.17	\$39.52
5	60	\$21.36	\$10.20	\$11.17	\$1.28	\$44.01
6	65	\$23.14	\$10.20	\$11.38	\$1.34	\$46.06
7	70	\$24.92	\$10.20	\$11.60	\$1.40	\$48.12
8	75	\$26.70	\$10.20	\$11.82	\$1.46	\$50.18
9	80	\$28.48	\$10.20	\$12.03	\$1.52	\$52.23
10	85	\$30.26	\$10.20	\$12.25	\$1.58	\$54.29

Effective Date - 10/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	40	\$14.44	\$10.20	\$3.28	\$0.84	\$28.76
2	45	\$16.25	\$10.20	\$3.69	\$0.91	\$31.05
3	50	\$18.05	\$10.20	\$8.57	\$1.11	\$37.93
4	55	\$19.86	\$10.20	\$8.57	\$1.17	\$39.80
5	60	\$21.66	\$10.20	\$11.17	\$1.29	\$44.32
6	65	\$23.47	\$10.20	\$11.38	\$1.35	\$46.40
7	70	\$25.27	\$10.20	\$11.60	\$1.41	\$48.48
8	75	\$27.08	\$10.20	\$11.82	\$1.47	\$50.57
9	80	\$28.88	\$10.20	\$12.03	\$1.53	\$52.64
10	85	\$30.69	\$10.20	\$12.25	\$1.59	\$54.73

Notes:
Apprentice to Journeyworker Ratio:1:3
SIGN ERECTOR
PAINTERS LOCAL 35 - ZONE 2
06/01/2013
\$25.81
\$7.07
\$7.05
\$0.00
\$39.93

Classification
Effective Date
Base Wage
Health
Pension
**Supplemental
Unemployment**
Total Rate
Apprentice - SIGN ERECTOR - Local 35 Zone 2
Effective Date - 06/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$12.91	\$7.07	\$0.00	\$0.00	\$19.98
2	55	\$14.20	\$7.07	\$2.45	\$0.00	\$23.72
3	60	\$15.49	\$7.07	\$2.45	\$0.00	\$25.01
4	65	\$16.78	\$7.07	\$2.45	\$0.00	\$26.30
5	70	\$18.07	\$7.07	\$7.05	\$0.00	\$32.19
6	75	\$19.36	\$7.07	\$7.05	\$0.00	\$33.48
7	80	\$20.65	\$7.07	\$7.05	\$0.00	\$34.77
8	85	\$21.94	\$7.07	\$7.05	\$0.00	\$36.06
9	90	\$23.23	\$7.07	\$7.05	\$0.00	\$37.35

Notes:

Steps are 4 mos.

Apprentice to Journeyworker Ratio:1:1
SPECIALIZED EARTH MOVING EQUIP < 35 TONS
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24

SPECIALIZED EARTH MOVING EQUIP > 35 TONS
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B

06/01/2015	\$32.23	\$9.91	\$9.33	\$0.00	\$51.47
08/01/2015	\$32.23	\$10.41	\$9.33	\$0.00	\$51.97
12/01/2015	\$32.23	\$10.41	\$10.08	\$0.00	\$52.72
06/01/2016	\$32.73	\$10.41	\$10.08	\$0.00	\$53.22
08/01/2016	\$32.73	\$10.91	\$10.08	\$0.00	\$53.72
12/01/2016	\$32.73	\$10.91	\$10.89	\$0.00	\$54.53

SPRINKLER FITTER
SPRINKLER FITTERS LOCAL 550 - (Section B) Zone 2

03/01/2015	\$48.99	\$8.42	\$14.90	\$0.00	\$72.31
10/01/2015	\$50.03	\$8.42	\$14.90	\$0.00	\$73.35
01/01/2016	\$50.03	\$8.67	\$15.05	\$0.00	\$73.75
03/01/2016	\$50.93	\$8.67	\$15.05	\$0.00	\$74.65
10/01/2016	\$51.97	\$8.67	\$15.05	\$0.00	\$75.69
03/01/2017	\$52.87	\$8.67	\$15.05	\$0.00	\$76.59

Classification

Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate

Apprentice - SPRINKLER FITTER - Local 550 (Section B) Zone 2
Effective Date - 03/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.15	\$8.42	\$8.40	\$0.00	\$33.97
2	40	\$19.60	\$8.42	\$8.40	\$0.00	\$36.42
3	45	\$22.05	\$8.42	\$8.40	\$0.00	\$38.87
4	50	\$24.50	\$8.42	\$8.40	\$0.00	\$41.32
5	55	\$26.94	\$8.42	\$8.40	\$0.00	\$43.76
6	60	\$29.39	\$8.42	\$8.40	\$0.00	\$46.21
7	65	\$31.84	\$8.42	\$8.40	\$0.00	\$48.66
8	70	\$34.29	\$8.42	\$8.40	\$0.00	\$51.11
9	75	\$36.74	\$8.42	\$8.40	\$0.00	\$53.56
10	80	\$39.19	\$8.42	\$8.40	\$0.00	\$56.01

Effective Date - 10/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	35	\$17.51	\$8.42	\$8.40	\$0.00	\$34.33
2	40	\$20.01	\$8.42	\$8.40	\$0.00	\$36.83
3	45	\$22.51	\$8.42	\$8.40	\$0.00	\$39.33
4	50	\$25.02	\$8.42	\$8.40	\$0.00	\$41.84
5	55	\$27.52	\$8.42	\$8.40	\$0.00	\$44.34
6	60	\$30.02	\$8.42	\$8.40	\$0.00	\$46.84
7	65	\$32.52	\$8.42	\$8.40	\$0.00	\$49.34
8	70	\$35.02	\$8.42	\$8.40	\$0.00	\$51.84
9	75	\$37.52	\$8.42	\$8.40	\$0.00	\$54.34
10	80	\$40.02	\$8.42	\$8.40	\$0.00	\$56.84

Notes: Apprentice entered prior 9/30/10:
40/45/50/55/60/65/70/75/80/85
Steps are 850 hours

Apprentice to Journeyworker Ratio:1:3

STEAM BOILER OPERATOR OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TAMPERS, SELF-PROPELLED OR TRACTOR DRAWN OPERATING ENGINEERS LOCAL 4	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TELECOMMUNICATION TECHNICIAN <i>ELECTRICIANS LOCAL 223</i>	09/01/2014	\$31.71	\$8.00	\$9.38	\$0.00	\$49.09
	09/01/2015	\$32.56	\$8.40	\$9.59	\$0.00	\$50.55
	09/01/2016	\$33.33	\$8.90	\$9.78	\$0.00	\$52.01

Apprentice - TELECOMMUNICATION TECHNICIAN - Local 223

Effective Date - 09/01/2014

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	0	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00

Notes: See Electrician Apprentice Wages

Steps are 750hrs

Telecom Apprentice Wages shall be the same as the Electrician Apprentice Wages

Apprentice to Journeyworker Ratio:2:3

TERRAZZO FINISHERS <i>BRICKLAYERS LOCAL 3 - MARBLE & TILE</i>	02/01/2015	\$47.90	\$10.18	\$18.50	\$0.00	\$76.58
	08/01/2015	\$48.80	\$10.18	\$18.57	\$0.00	\$77.55
	02/01/2016	\$49.37	\$10.18	\$18.57	\$0.00	\$78.12
	08/01/2016	\$50.27	\$10.18	\$18.65	\$0.00	\$79.10
	02/01/2017	\$50.84	\$10.18	\$18.65	\$0.00	\$79.67

Apprentice - TERRAZZO FINISHER - Local 3 Marble & Tile

Effective Date - 02/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$23.95	\$10.18	\$18.50	\$0.00	\$52.63
2	60	\$28.74	\$10.18	\$18.50	\$0.00	\$57.42
3	70	\$33.53	\$10.18	\$18.50	\$0.00	\$62.21
4	80	\$38.32	\$10.18	\$18.50	\$0.00	\$67.00
5	90	\$43.11	\$10.18	\$18.50	\$0.00	\$71.79

Effective Date - 08/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	50	\$24.40	\$10.18	\$18.57	\$0.00	\$53.15
2	60	\$29.28	\$10.18	\$18.57	\$0.00	\$58.03
3	70	\$34.16	\$10.18	\$18.57	\$0.00	\$62.91
4	80	\$39.04	\$10.18	\$18.57	\$0.00	\$67.79
5	90	\$43.92	\$10.18	\$18.57	\$0.00	\$72.67

Notes:

Apprentice to Journeyworker Ratio:1:3

TEST BORING DRILLER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2015	\$36.70	\$7.30	\$13.15	\$0.00	\$57.15
	12/01/2015	\$37.45	\$7.30	\$13.15	\$0.00	\$57.90
	06/01/2016	\$38.20	\$7.30	\$13.15	\$0.00	\$58.65
	12/01/2016	\$39.20	\$7.30	\$13.15	\$0.00	\$59.65

For apprentice rates see "Apprentice- LABORER"

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
TEST BORING DRILLER HELPER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2015	\$35.42	\$7.30	\$13.15	\$0.00	\$55.87
	12/01/2015	\$36.17	\$7.30	\$13.15	\$0.00	\$56.62
	06/01/2016	\$36.92	\$7.30	\$13.15	\$0.00	\$57.37
	12/01/2016	\$37.92	\$7.30	\$13.15	\$0.00	\$58.37
For apprentice rates see "Apprentice- LABORER"						
TEST BORING LABORER <i>LABORERS - FOUNDATION AND MARINE</i>	06/01/2015	\$35.30	\$7.30	\$13.15	\$0.00	\$55.75
	12/01/2015	\$36.05	\$7.30	\$13.15	\$0.00	\$56.50
	06/01/2016	\$36.80	\$7.30	\$13.15	\$0.00	\$57.25
	12/01/2016	\$37.80	\$7.30	\$13.15	\$0.00	\$58.25
For apprentice rates see "Apprentice- LABORER"						
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$14.55	\$0.00	\$66.97
	12/01/2015	\$43.66	\$10.00	\$14.55	\$0.00	\$68.21
	06/01/2016	\$44.41	\$10.00	\$14.55	\$0.00	\$68.96
	12/01/2016	\$45.64	\$10.00	\$14.55	\$0.00	\$70.19
	06/01/2017	\$46.63	\$10.00	\$14.55	\$0.00	\$71.18
	12/01/2017	\$47.62	\$10.00	\$14.55	\$0.00	\$72.17
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$32.52	\$9.91	\$9.33	\$0.00	\$51.76
	08/01/2015	\$32.52	\$10.41	\$9.33	\$0.00	\$52.26
	12/01/2015	\$32.52	\$10.41	\$10.08	\$0.00	\$53.01
	06/01/2016	\$33.02	\$10.41	\$10.08	\$0.00	\$53.51
	08/01/2016	\$33.02	\$10.91	\$10.08	\$0.00	\$54.01
	12/01/2016	\$33.02	\$10.91	\$10.89	\$0.00	\$54.82
TUNNEL WORK - COMPRESSED AIR <i>LABORERS (COMPRESSED AIR)</i>	06/01/2015	\$47.58	\$7.30	\$13.55	\$0.00	\$68.43
	12/01/2015	\$48.33	\$7.30	\$13.55	\$0.00	\$69.18
	06/01/2016	\$49.08	\$7.30	\$13.55	\$0.00	\$69.93
	12/01/2016	\$50.08	\$7.30	\$13.55	\$0.00	\$70.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - COMPRESSED AIR (HAZ. WASTE) <i>LABORERS (COMPRESSED AIR)</i>	06/01/2015	\$49.58	\$7.30	\$13.55	\$0.00	\$70.43
	12/01/2015	\$50.33	\$7.30	\$13.55	\$0.00	\$71.18
	06/01/2016	\$51.08	\$7.30	\$13.55	\$0.00	\$71.93
	12/01/2016	\$52.08	\$7.30	\$13.55	\$0.00	\$72.93
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2015	\$39.65	\$7.30	\$13.55	\$0.00	\$60.50
	12/01/2015	\$40.40	\$7.30	\$13.55	\$0.00	\$61.25
	06/01/2016	\$41.15	\$7.30	\$13.55	\$0.00	\$62.00
	12/01/2016	\$42.15	\$7.30	\$13.55	\$0.00	\$63.00
For apprentice rates see "Apprentice- LABORER"						
TUNNEL WORK - FREE AIR (HAZ. WASTE) <i>LABORERS (FREE AIR TUNNEL)</i>	06/01/2015	\$41.65	\$7.30	\$13.55	\$0.00	\$62.50
	12/01/2015	\$42.40	\$7.30	\$13.55	\$0.00	\$63.25
	06/01/2016	\$43.15	\$7.30	\$13.55	\$0.00	\$64.00
	12/01/2016	\$44.15	\$7.30	\$13.55	\$0.00	\$65.00
For apprentice rates see "Apprentice- LABORER"						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
VAC-HAUL <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.94	\$9.91	\$9.33	\$0.00	\$51.18
	08/01/2015	\$31.94	\$10.41	\$9.33	\$0.00	\$51.68
	12/01/2015	\$31.94	\$10.41	\$10.08	\$0.00	\$52.43
	06/01/2016	\$32.44	\$10.41	\$10.08	\$0.00	\$52.93
	08/01/2016	\$32.44	\$10.91	\$10.08	\$0.00	\$53.43
	12/01/2016	\$32.44	\$10.91	\$10.89	\$0.00	\$54.24
WAGON DRILL OPERATOR <i>LABORERS - ZONE 2</i>	06/01/2015	\$31.40	\$7.30	\$12.30	\$0.00	\$51.00
	12/01/2015	\$31.90	\$7.30	\$12.30	\$0.00	\$51.50
	06/01/2016	\$32.40	\$7.30	\$12.30	\$0.00	\$52.00
	12/01/2016	\$33.15	\$7.30	\$12.30	\$0.00	\$52.75
For apprentice rates see "Apprentice- LABORER"						
WASTE WATER PUMP OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$14.55	\$0.00	\$67.38
	12/01/2015	\$44.08	\$10.00	\$14.55	\$0.00	\$68.63
	06/01/2016	\$44.83	\$10.00	\$14.55	\$0.00	\$69.38
	12/01/2016	\$46.08	\$10.00	\$14.55	\$0.00	\$70.63
	06/01/2017	\$47.08	\$10.00	\$14.55	\$0.00	\$71.63
	12/01/2017	\$48.08	\$10.00	\$14.55	\$0.00	\$72.63
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
WATER METER INSTALLER <i>PLUMBERS & PIPEFITTERS LOCAL 51</i>	03/01/2015	\$36.63	\$11.00	\$15.35	\$0.00	\$62.98
	09/01/2015	\$37.38	\$11.00	\$15.35	\$0.00	\$63.73
	03/01/2016	\$38.13	\$11.00	\$15.35	\$0.00	\$64.48
For apprentice rates see "Apprentice- PLUMBER/PIPEFITTER" or "PLUMBER/GASFITTER"						
Outside Electrical - East						
CABLE TECHNICIAN (Power Zone) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$25.66	\$8.70	\$4.48	\$0.00	\$38.84
For apprentice rates see "Apprentice- LINEMAN"						
CABLEMAN (Underground Ducts & Cables) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$36.55	\$8.70	\$6.58	\$0.00	\$51.83
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN CDL <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$29.94	\$8.70	\$6.05	\$0.00	\$44.69
For apprentice rates see "Apprentice- LINEMAN"						
DRIVER / GROUNDMAN -Inexperienced (<2000 Hrs) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$23.52	\$8.70	\$5.24	\$0.00	\$37.46
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class A CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$36.35	\$8.70	\$9.43	\$0.00	\$54.48
For apprentice rates see "Apprentice- LINEMAN"						
EQUIPMENT OPERATOR (Class B CDL) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$32.08	\$8.70	\$6.59	\$0.00	\$47.37
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$23.52	\$8.70	\$3.72	\$0.00	\$35.94
For apprentice rates see "Apprentice- LINEMAN"						
GROUNDMAN -Inexperienced (<2000 Hrs.) <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$19.25	\$8.70	\$2.85	\$0.00	\$30.80
For apprentice rates see "Apprentice- LINEMAN"						
JOURNEYMAN LINEMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	09/01/2013	\$42.77	\$8.70	\$11.78	\$0.00	\$63.25

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LINEMAN (Outside Electrical) - East Local 104

Effective Date - 09/01/2013

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$25.66	\$8.70	\$4.24	\$0.00	\$38.60
2	65	\$27.80	\$8.70	\$4.71	\$0.00	\$41.21
3	70	\$29.94	\$8.70	\$5.43	\$0.00	\$44.07
4	75	\$32.08	\$8.70	\$6.16	\$0.00	\$46.94
5	80	\$34.22	\$8.70	\$6.88	\$0.00	\$49.80
6	85	\$36.35	\$8.70	\$7.62	\$0.00	\$52.67
7	90	\$38.49	\$8.70	\$8.83	\$0.00	\$56.02

Notes:

Apprentice to Journeyworker Ratio:1:2

TELEDATA CABLE SPLICER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2015	\$28.12	\$4.25	\$3.09	\$0.00	\$35.46
	01/01/2016	\$28.98	\$4.25	\$3.12	\$0.00	\$36.35
TELEDATA LINEMAN/EQUIPMENT OPERATOR <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TELEDATA WIREMAN/INSTALLER/TECHNICIAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	01/01/2015	\$26.49	\$4.25	\$3.04	\$0.00	\$33.78
	01/01/2016	\$27.31	\$4.25	\$3.07	\$0.00	\$34.63
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.

TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87

This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.

Rental of Equipment - East

(2 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.65	\$9.91	\$0.00	\$0.00	\$41.56
	08/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	12/01/2015	\$31.65	\$10.41	\$0.00	\$0.00	\$42.06
	06/01/2016	\$32.15	\$10.41	\$0.00	\$0.00	\$42.56
	08/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
	12/01/2016	\$32.15	\$10.91	\$0.00	\$0.00	\$43.06
(3 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.72	\$9.91	\$0.00	\$0.00	\$41.63
	08/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	12/01/2015	\$31.72	\$10.41	\$0.00	\$0.00	\$42.13
	06/01/2016	\$32.22	\$10.41	\$0.00	\$0.00	\$42.63
	08/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13
	12/01/2016	\$32.22	\$10.91	\$0.00	\$0.00	\$43.13

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
(4 & 5 AXLE) DRIVER - EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.84	\$9.91	\$0.00	\$0.00	\$41.75
	08/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	12/01/2015	\$31.84	\$10.41	\$0.00	\$0.00	\$42.25
	06/01/2016	\$32.34	\$10.41	\$0.00	\$0.00	\$42.75
	08/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
	12/01/2016	\$32.34	\$10.91	\$0.00	\$0.00	\$43.25
ADS/SUBMERSIBLE PILOT <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$0.00	\$0.00	\$97.16
	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
ASPHALT/CONCRETE/CRUSHER PLANT-ON SITE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.08	\$10.00	\$0.00	\$0.00	\$54.08
	06/01/2016	\$44.83	\$10.00	\$0.00	\$0.00	\$54.83
	12/01/2016	\$46.08	\$10.00	\$0.00	\$0.00	\$56.08
	06/01/2017	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	12/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BACKHOE/FRONT-END LOADER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.08	\$10.00	\$0.00	\$0.00	\$54.08
	06/01/2016	\$44.83	\$10.00	\$0.00	\$0.00	\$54.83
	12/01/2016	\$46.08	\$10.00	\$0.00	\$0.00	\$56.08
	06/01/2017	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	12/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
BULLDOZER/GRADER/SCRAPER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$0.00	\$0.00	\$52.42
	12/01/2015	\$43.66	\$10.00	\$0.00	\$0.00	\$53.66
	06/01/2016	\$44.41	\$10.00	\$0.00	\$0.00	\$54.41
	12/01/2016	\$45.64	\$10.00	\$0.00	\$0.00	\$55.64
	06/01/2017	\$46.63	\$10.00	\$0.00	\$0.00	\$56.63
	12/01/2017	\$47.62	\$10.00	\$0.00	\$0.00	\$57.62
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
CLAM SHELLS/SLURRY BUCKETS/HEADING MACHINES <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$43.83	\$10.00	\$0.00	\$0.00	\$53.83
	12/01/2015	\$45.08	\$10.00	\$0.00	\$0.00	\$55.08
	06/01/2016	\$45.83	\$10.00	\$0.00	\$0.00	\$55.83
	12/01/2016	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	06/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08
	12/01/2017	\$49.08	\$10.00	\$0.00	\$0.00	\$59.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
COMPRESSOR OPERATOR <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$29.61	\$10.00	\$0.00	\$0.00	\$39.61
	12/01/2015	\$30.48	\$10.00	\$0.00	\$0.00	\$40.48
	06/01/2016	\$31.00	\$10.00	\$0.00	\$0.00	\$41.00
	12/01/2016	\$31.87	\$10.00	\$0.00	\$0.00	\$41.87
	06/01/2017	\$32.56	\$10.00	\$0.00	\$0.00	\$42.56
	12/01/2017	\$33.25	\$10.00	\$0.00	\$0.00	\$43.25
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
DIVER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$58.24	\$9.80	\$0.00	\$0.00	\$68.04
	08/01/2015	\$60.34	\$9.80	\$0.00	\$0.00	\$70.14

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
DIVER TENDER <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$41.60	\$9.80	\$0.00	\$0.00	\$51.40
	08/01/2015	\$43.10	\$9.80	\$0.00	\$0.00	\$52.90
DIVER TENDER (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$62.40	\$9.80	\$0.00	\$0.00	\$72.20
	08/01/2015	\$64.65	\$9.80	\$0.00	\$0.00	\$74.45
DIVER/SLURRY (EFFLUENT) <i>PILE DRIVER LOCAL 56 (ZONE 1)</i>	08/01/2014	\$87.36	\$9.80	\$0.00	\$0.00	\$97.16
	08/01/2015	\$90.51	\$9.80	\$0.00	\$0.00	\$100.31
FLAGGER & SIGNALER <i>LABORERS - ZONE 2</i>	06/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2015	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	06/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
	12/01/2016	\$20.50	\$7.30	\$0.00	\$0.00	\$27.80
For apprentice rates see "Apprentice- LABORER"						
FORK LIFT/CHERRY PICKER <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.08	\$10.00	\$0.00	\$0.00	\$54.08
	06/01/2016	\$44.83	\$10.00	\$0.00	\$0.00	\$54.83
	12/01/2016	\$46.08	\$10.00	\$0.00	\$0.00	\$56.08
	06/01/2017	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	12/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
GENERATOR/LIGHTING PLANT/HEATERS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$29.61	\$10.00	\$0.00	\$0.00	\$39.61
	12/01/2015	\$30.48	\$10.00	\$0.00	\$0.00	\$40.48
	06/01/2016	\$31.00	\$10.00	\$0.00	\$0.00	\$41.00
	12/01/2016	\$31.87	\$10.00	\$0.00	\$0.00	\$41.87
	06/01/2017	\$32.56	\$10.00	\$0.00	\$0.00	\$42.56
	12/01/2017	\$33.25	\$10.00	\$0.00	\$0.00	\$43.25
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
HOISTING ENGINEER/CRANES/GRADALLS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.08	\$10.00	\$0.00	\$0.00	\$54.08
	06/01/2016	\$44.83	\$10.00	\$0.00	\$0.00	\$54.83
	12/01/2016	\$46.08	\$10.00	\$0.00	\$0.00	\$56.08
	06/01/2017	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	12/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08

Classification

**Effective Date Base Wage Health Pension Supplemental
Unemployment Total Rate**

Apprentice - OPERATING ENGINEERS - Local 4

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$23.56	\$10.00	\$0.00	\$0.00	\$33.56
2	60	\$25.70	\$10.00	\$0.00	\$0.00	\$35.70
3	65	\$27.84	\$10.00	\$0.00	\$0.00	\$37.84
4	70	\$29.98	\$10.00	\$0.00	\$0.00	\$39.98
5	75	\$32.12	\$10.00	\$0.00	\$0.00	\$42.12
6	80	\$34.26	\$10.00	\$0.00	\$0.00	\$44.26
7	85	\$36.41	\$10.00	\$0.00	\$0.00	\$46.41
8	90	\$38.55	\$10.00	\$0.00	\$0.00	\$48.55

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	55	\$24.24	\$10.00	\$0.00	\$0.00	\$34.24
2	60	\$26.45	\$10.00	\$0.00	\$0.00	\$36.45
3	65	\$28.65	\$10.00	\$0.00	\$0.00	\$38.65
4	70	\$30.86	\$10.00	\$0.00	\$0.00	\$40.86
5	75	\$33.06	\$10.00	\$0.00	\$0.00	\$43.06
6	80	\$35.26	\$10.00	\$0.00	\$0.00	\$45.26
7	85	\$37.47	\$10.00	\$0.00	\$0.00	\$47.47
8	90	\$39.67	\$10.00	\$0.00	\$0.00	\$49.67

Notes:

Apprentice to Journeyworker Ratio:1:6

LABORER	06/01/2015	\$31.15	\$7.30	\$0.00	\$0.00	\$38.45
LABORERS - ZONE 2	12/01/2015	\$31.65	\$7.30	\$0.00	\$0.00	\$38.95
	06/01/2016	\$32.15	\$7.30	\$0.00	\$0.00	\$39.45
	12/01/2016	\$32.90	\$7.30	\$0.00	\$0.00	\$40.20

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
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Apprentice - LABORER - Zone 2

Effective Date - 06/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.69	\$7.30	\$0.00	\$0.00	\$25.99
2	70	\$21.81	\$7.30	\$0.00	\$0.00	\$29.11
3	80	\$24.92	\$7.30	\$0.00	\$0.00	\$32.22
4	90	\$28.04	\$7.30	\$0.00	\$0.00	\$35.34

Effective Date - 12/01/2015

Step	percent	Apprentice Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
1	60	\$18.99	\$7.30	\$0.00	\$0.00	\$26.29
2	70	\$22.16	\$7.30	\$0.00	\$0.00	\$29.46
3	80	\$25.32	\$7.30	\$0.00	\$0.00	\$32.62
4	90	\$28.49	\$7.30	\$0.00	\$0.00	\$35.79

Notes:

Apprentice to Journeyworker Ratio:1:5

OILER (OTHER THAN TRUCK CRANES,GRADALLS)	06/01/2015	\$21.97	\$10.00	\$0.00	\$0.00	\$31.97
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$22.62	\$10.00	\$0.00	\$0.00	\$32.62
	06/01/2016	\$23.01	\$10.00	\$0.00	\$0.00	\$33.01
	12/01/2016	\$23.66	\$10.00	\$0.00	\$0.00	\$33.66
	06/01/2017	\$24.17	\$10.00	\$0.00	\$0.00	\$34.17
	12/01/2017	\$24.69	\$10.00	\$0.00	\$0.00	\$34.69

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OILER (TRUCK CRANES, GRADALLS)	06/01/2015	\$25.68	\$10.00	\$0.00	\$0.00	\$35.68
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$26.43	\$10.00	\$0.00	\$0.00	\$36.43
	06/01/2016	\$26.89	\$10.00	\$0.00	\$0.00	\$36.89
	12/01/2016	\$27.64	\$10.00	\$0.00	\$0.00	\$37.64
	06/01/2017	\$28.24	\$10.00	\$0.00	\$0.00	\$38.24
	12/01/2017	\$28.85	\$10.00	\$0.00	\$0.00	\$38.85

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

OTHER POWER DRIVEN EQUIPMENT - CLASS II	06/01/2015	\$42.42	\$10.00	\$0.00	\$0.00	\$52.42
OPERATING ENGINEERS LOCAL 4	12/01/2015	\$43.66	\$10.00	\$0.00	\$0.00	\$53.66
	06/01/2016	\$44.41	\$10.00	\$0.00	\$0.00	\$54.41
	12/01/2016	\$45.64	\$10.00	\$0.00	\$0.00	\$55.64
	06/01/2017	\$46.63	\$10.00	\$0.00	\$0.00	\$56.63
	12/01/2017	\$47.62	\$10.00	\$0.00	\$0.00	\$57.62

For apprentice rates see "Apprentice- OPERATING ENGINEERS"

PANEL & PICKUP TRUCKS DRIVER	12/01/2012	\$30.28	\$9.07	\$0.00	\$0.00	\$39.35
TEAMSTERS JOINT COUNCIL NO. 10 ZONE B						

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
POWER SHOVEL/DERRICK/TRENCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.08	\$10.00	\$0.00	\$0.00	\$54.08
	06/01/2016	\$44.83	\$10.00	\$0.00	\$0.00	\$54.83
	12/01/2016	\$46.08	\$10.00	\$0.00	\$0.00	\$56.08
	06/01/2017	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	12/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
PUMP OPERATOR (CONCRETE) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.83	\$10.00	\$0.00	\$0.00	\$52.83
	12/01/2015	\$44.08	\$10.00	\$0.00	\$0.00	\$54.08
	06/01/2016	\$44.83	\$10.00	\$0.00	\$0.00	\$54.83
	12/01/2016	\$46.08	\$10.00	\$0.00	\$0.00	\$56.08
	06/01/2017	\$47.08	\$10.00	\$0.00	\$0.00	\$57.08
	12/01/2017	\$48.08	\$10.00	\$0.00	\$0.00	\$58.08
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
PUMP OPERATOR (DEWATERING, OTHER) <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$29.61	\$10.00	\$0.00	\$0.00	\$39.61
	12/01/2015	\$30.48	\$10.00	\$0.00	\$0.00	\$40.48
	06/01/2016	\$31.00	\$10.00	\$0.00	\$0.00	\$41.00
	12/01/2016	\$31.87	\$10.00	\$0.00	\$0.00	\$41.87
	06/01/2017	\$32.56	\$10.00	\$0.00	\$0.00	\$42.56
	12/01/2017	\$33.25	\$10.00	\$0.00	\$0.00	\$43.25
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
ROLLER/SPREADER/MULCHING MACHINE <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$0.00	\$0.00	\$52.42
	12/01/2015	\$43.66	\$10.00	\$0.00	\$0.00	\$53.66
	06/01/2016	\$44.41	\$10.00	\$0.00	\$0.00	\$54.41
	12/01/2016	\$45.64	\$10.00	\$0.00	\$0.00	\$55.64
	06/01/2017	\$46.63	\$10.00	\$0.00	\$0.00	\$56.63
	12/01/2017	\$47.62	\$10.00	\$0.00	\$0.00	\$57.62
	For apprentice rates see "Apprentice- OPERATING ENGINEERS"					
SPECIALIZED EARTH MOVING EQUIP < 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.94	\$9.91	\$0.00	\$0.00	\$41.85
	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
SPECIALIZED EARTH MOVING EQUIP > 35 TONS <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$32.23	\$9.91	\$0.00	\$0.00	\$42.14
	08/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	12/01/2015	\$32.23	\$10.41	\$0.00	\$0.00	\$42.64
	06/01/2016	\$32.73	\$10.41	\$0.00	\$0.00	\$43.14
	08/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
	12/01/2016	\$32.73	\$10.91	\$0.00	\$0.00	\$43.64
TRACTORS/PORTABLE STEAM GENERATORS <i>OPERATING ENGINEERS LOCAL 4</i>	06/01/2015	\$42.42	\$10.00	\$0.00	\$0.00	\$52.42
	12/01/2015	\$43.66	\$10.00	\$0.00	\$0.00	\$53.66
	06/01/2016	\$44.41	\$10.00	\$0.00	\$0.00	\$54.41
	12/01/2016	\$45.64	\$10.00	\$0.00	\$0.00	\$55.64
	06/01/2017	\$46.63	\$10.00	\$0.00	\$0.00	\$56.63
	12/01/2017	\$47.62	\$10.00	\$0.00	\$0.00	\$57.62

Classification	Effective Date	Base Wage	Health	Pension	Supplemental Unemployment	Total Rate
For apprentice rates see "Apprentice- OPERATING ENGINEERS"						
TRAILERS FOR EARTH MOVING EQUIPMENT <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$32.52	\$9.91	\$0.00	\$0.00	\$42.43
	08/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	12/01/2015	\$32.52	\$10.41	\$0.00	\$0.00	\$42.93
	06/01/2016	\$33.02	\$10.41	\$0.00	\$0.00	\$43.43
	08/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
	12/01/2016	\$33.02	\$10.91	\$0.00	\$0.00	\$43.93
TREE TRIMMER <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2015	\$18.05	\$3.55	\$0.00	\$0.00	\$21.60
	01/31/2016	\$18.51	\$3.55	\$0.00	\$0.00	\$22.06
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is not on the ground. This classification does not apply to wholesale tree removal.						
TREE TRIMMER GROUNDMAN <i>OUTSIDE ELECTRICAL WORKERS - EAST LOCAL 104</i>	02/01/2015	\$15.92	\$3.55	\$0.00	\$0.00	\$19.47
	01/31/2016	\$16.32	\$3.55	\$0.00	\$0.00	\$19.87
This classification applies only to tree work done: (a) for a utility company, R.E.A. cooperative, or railroad or coal mining company, and (b) for the purpose of operating, maintaining, or repairing the utility company's equipment, and (c) by a person who is using hand or mechanical cutting methods and is on the ground. This classification does not apply to wholesale tree removal.						
VAC-HAUL/CATCH BASIN CLEANING <i>TEAMSTERS JOINT COUNCIL NO. 10 ZONE B</i>	06/01/2015	\$31.94	\$9.91	\$0.00	\$0.00	\$41.85
	08/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	12/01/2015	\$31.94	\$10.41	\$0.00	\$0.00	\$42.35
	06/01/2016	\$32.44	\$10.41	\$0.00	\$0.00	\$42.85
	08/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35
	12/01/2016	\$32.44	\$10.91	\$0.00	\$0.00	\$43.35

Additional Apprentice Information:

Minimum wage rates for apprentices employed on public works projects are listed above as a percentage of the pre-determined hourly wage rate established by the Commissioner under the provisions of the M.G.L. c. 149, ss. 26-27D. Apprentice ratios are established by the Division of Apprenticeship Training pursuant to M.G.L. c. 23, ss. 11E-11L.

All apprentices must be registered with the Division of Apprenticeship Training in accordance with M.G.L. c. 23, ss. 11E-11L.

All steps are six months (1000 hours.)

Ratios are expressed in allowable number of apprentices to journeymen or fraction thereof, unless otherwise specified.

** Multiple ratios are listed in the comment field.

*** APP to JM; 1:1, 2:2, 2:3, 3:4, 4:4, 4:5, 4:6, 5:7, 6:7, 6:8, 6:9, 7:10, 8:10, 8:11, 8:12, 9:13, 10:13, 10:14, etc.

**** APP to JM; 1:1, 1:2, 2:3, 2:4, 3:5, 4:6, 4:7, 5:8, 6:9, 6:10, 7:11, 8:12, 8:13, 9:14, 10:15, 10:16, etc.